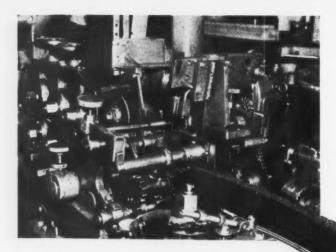


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VOLUME 21 NUMBER 9 SEPTEMBER 1943

CONNECTICUT INDUSTRY

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Published monthly by the Manufacturers' Association of Connecticut, Inc., with executive offices at 436 Capitol Avenue, Hartford, Connecticut. Entered as second-class matter January 29, 1929, at the post office at Hartford, Connecticut, under the Act of March 3, 1879. As the official magazine of the Manufacturers' Association of Connecticut, Inc., it carries authoritative articles and notices concerning the Association activities. In all other respects the Association is not responsible for the contents and for the opinion of its writers. Subscription Rates: \$4.00 for 3 years; one year, \$1.50; 20¢ a copy. Subscribers should notify publisher promptly of changes in address. Advertising rates on application.

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DANGERS OF THE TWILIGHT ZONE

Four years ago this month, Germany's motorized legions and air squadrons swarmed over Poland to crush its defenses in a matter of 35 days. Like a great octopus, the accumulated arms superiority of a decade reached out in succeeding months to crush all Europe—save a little island of stubborn resistance

At Dunkirk, where all seemed lost to those peoples who dared oppose the Hitlerian dream of world conquest, a miracle happened. Hitler, intoxicated with the feeling of invincibility, failed to strike the British in their most helpless moment, thus allowing them precious weeks to secure arms from America and their own speeded-up war industries before the first real attack. It was Germany's twilight period just before what should have been certain victory. While Hitler reveled in over-confident optimism, the opportunity for quick victory was wrested from him by the men and women of Britain who were awakened to heroic feats of production and defense by the rescuers and rescued at Dunkirk. Without the awakening at Dunkirk, and the complacency of Hitler following it, the lights of freedom might easily have been extinguished from the world for centuries.

Slowly we in America began to awaken to our defenseless plight. Still believing we could escape the throes of war, we built arms and planes for England and a few for ourselves. Although we had made a start on a selective service training program, we didn't awaken to our peril until the significance of our

defeat at Pearl Harbor crystallized in the Gethsemane of Bataan.

Now, after our first real awakening and after nearly two years of great accomplishment, and amidst the halo of approaching victory reflected prematurely in a few victories at the outskirts of our enemy bastions, we, like Germany after Dunkirk, are in the twilight zone nearer victory than defeat, but in grave peril of a let-down that may be the means of prolonging the war and sowing the seeds of resentment among our allies and at home that will sprout new and greater difficulties in the future. Already, according to the War Production Board, our production has dropped off to some extent in recent months. Already, too, according to the War Manpower Commission, thousands of women have quit their jobs either because they were weary of them or believed that victory was certain this year. These are ironical occurrences that slow the efforts of the fighting and procurement branches of our military at a time when both, because of their knowledge of the world situation, are demanding more manpower and munitions to speed victory.

Production in many plants, instead of increasing, is being further threatened by losses of skilled men withdrawn by selective service. The drafting of fathers with lesser skills and from non-essential industries, appears to be a certainty to save the present nucleus of skilled war producers unless Congress acts to stop this break-up of American homes, or unless a majority of the four and one-half million eligible women

under 45, without small children, decide to "take a job and save a home."

There are two other possible solutions to our manpower problem. One is the passage of a National Service Act which would make all citizens between 18 and 45 or possibly 65, subject to assignment to a given task by the War Manpower Commission. The other is to declare a holiday on further withdrawals of manpower from industry, except those who reach the age of 18, and those who are replaced by women or men from non-essential industry, until we have moved at least half of our large trained forces from this country into battle action overseas.

I am a strong advocate of the latter action for it seems utterly unrealistic to assume that America can make good as the Arsenal of Democracy, feed the anti-axis nations, and at the same time equip its own

mass army equal to that of Germany, China or Russia.

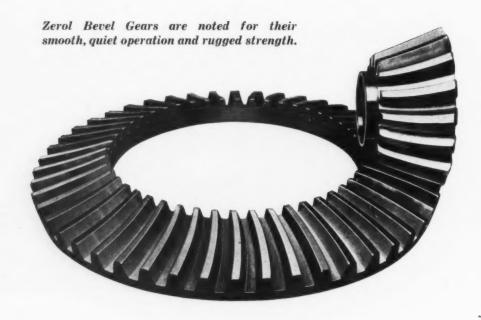
At the speed we now train men for combat as compared with the long training necessary to prepare men to fill skilled jobs in industry, it seems utter folly to further jeopardize the production of arms for any doubtful bargaining value an unarmed mass army might have at the peace table. Much as I deplore the fact that more women are not training to take over more jobs to release single men with skills that can't be spared without replacement, we have reached the stage in our Connecticut war effort when adequate production requires the retention of industry's present work force until they can be replaced by women or draft-exempt men from non-essential industry. That means that more trainees, mostly women, must be secured to fill the depleted trade school classes and to take the shorter "on the job" war training courses now being offered.

There are many other dangers we now face in this twilight period when victory seems just "around the corner"—like too little practical planning for peacetime employment; no clear-cut program for the cooperation of government, labor and agriculture under a pattern of free enterprise; and no clear statement to the world as to what America expects to do to maintain peace and justice at the close of the war. Yet the greatest danger at the moment is looking through rose colored glasses at the manpower situation. America is already strong in armed manpower—stronger still in production of war goods. She must be strengthened further in production of goods—not weakened. (Continued on page 27)

Offra C. Hulles,
President.

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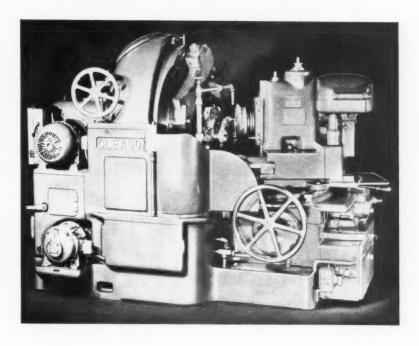
GRAY" has long been a familiar name on Telephone Pay Stations, Recording Machines and quality metal spinnings (see advertisement page 22 of this issue). And during the war Gray has produced many electrical and mechanical devices and apparatus essential to the armed forces. Now the Gray manufacturing Company has installed the very latest gear cutting equipment and is prepared to fill your requirements for Zerol Bevel Gears up to 16" in diameter.

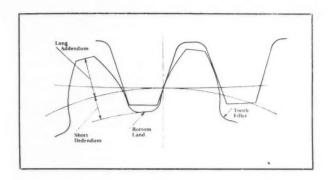
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WHAT ABOUT THE WORKER WHO ARRIVES WITH NO BREAKFAST?

By HELEN L. JOHNSON, Nutrition Consultant, State Department of Health, Hartford, and MARGARET S. CHANEY, Chairman of the Nutrition in Industry Committee of the Connecticut War Council, Connecticut College, New London.

WHEN THE OMISSION of the day's first meal becomes a rule rather than the exception, both management and worker have a problem vitally affecting wartime production, say the authors of this writing, third in a series on industrial nutrition to appear in CONNECTICUT INDUSTRY. What can be done about the "breakfastless" worker? You will find valuable suggestions right here at your fingertips.

WELVE hours without a bite of food! Just the thought of it makes one hungry, but that's what most of us experience every day between the evening meal and breakfast the next morning. This twelve hour fast in itself is not so bad, since we are alseep much of that time, but when the fast is continued by omitting breakfast then problems arise which may affect working efficiency and health. The occasional omission of breakfast, perhaps, is not serious but when it becomes the rule rather than the exception this is a problem of concern to wartime industry-to management as well as to the individual.

Why Do We Need Breakfast?

We must have energy to do our work and no pill has ever been devised that will provide the energy which food supplies. It takes calories to keep us going. Scientific investigation carried on in the last three decades gives us some real figures to work on. Every known food has been tested and its energy value and number of calories per given amount have been determined. At the same time people have been tested to determine how many calories per day are expended at various forms of work. For instance, the chart on the opposite page shows the variation in needs according to daily activity.

An average man, weighing about 150 pounds and doing moderately active work, needs approximately 3000 calories daily. He gets these calories from the food he eats. Just when or where he gets these 3000 calories is not as important as whether he gets them. If he is to continue to produce on the

job he needs a regular supply of fuel. The energy provided by the food he eats is what gives him the "get up and go" needed on the job. These 3000 calories might be consumed in one meal if one could eat that amount of food at one time, without overtaxing the system; however the average person finds it much more convenient and comfortable to consume his day's food in three regular meals: breakfast, lunch or supper, and dinner. If we divide the calorie needs of this individual between the three meals, about 1000 calories will be eaten at each meal; many people, however, prefer a little less for breakfast and a little more for the night meal.

No matter what foods we eat they all supply energy, some more than others. Because of the long fast preceding breakfast it is a good plan to think especially of energy foods for the morning meal. Concentrated sources of fuel include bread and butter and cereals in their various forms; jam or jelly also are high in calories. But breakfast must also furnish the quality foodstuffs, minerals, vitamins and protein, if the

body is to function at its best. A good breakfast will therefore include fruit or fruit juice; if this is a citrus fruit, berries, melon, or tomato juice a good start has been made toward the vitamin C requirement of the day. And then the milk used either on cereal or as a beverage can be counted toward the daily quota of one pint, the amount advised by nutrition experts for good tooth health. An egg in some form supplies protein, the muscle builder, iron, the mineral which builds the blood, and several of the vitamins. To top off the meal comes coffee, the hot drink which although it furnishes no nourishment seems to give us a good start for the day.

"Breakfastless" Days

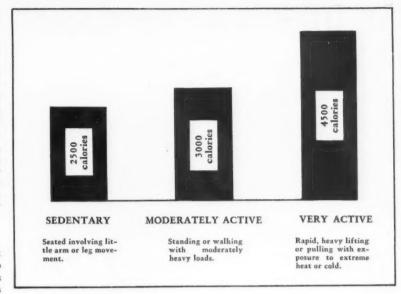
Now what happens when breakfast is omitted? As regards food values, no breakfast means that the lacking foods must be made up in the other meals of the day, or the daily food requirements are not adequately met. Most people find this a difficult task when only two meals are eaten; even the between-meal snack doesn't help much provided it consists of the popular carbonated drinks or some sweets.

The routine omission of breakfast which may mean a fast of 15 to 18 hours has been shown to result in decreased production on the job. This is a matter of no small concern when output is so vital to the war effort. Other serious effects of lack of food are fatigue and irritability; these, besides affecting efficiency of labor may contribute, indirectly, to absenteeism, one of the major problems of the day.

Perhaps the most common reason for going without breakfast is habit—an extra few minutes in bed, thus late rising and the dash to punch the time clock. In many households breakfast is not a regular meal. The members of the family are on their own as far as this meal is concerned. Those who have formed the breakfast habit and are hungry may get their own breakfast, but the rest sleep too late to allow enough time to eat properly. Now that we are having to change so many of our living habits why not turn over a new leaf about breakfast.

Possible Solutions

Employers who find the "no breakfast" habit prevalent among their employees may prove it in the interest of production, better working relationships among employees, and better health to provide facilities for those who arrive on the job without break-



fast. Arrangements need not be elaborate and the food may be of the simplest type. The point is whether the men and women are starting on the job with sufficient energy to do their part efficiently. A simple plan for such a food service might follow the "Oslo Breakfast" plan, used quite extensively in England; this has the advantage of requiring no cooking, or utensils except paper napkins and straws, and very little preparation. The food plan calls for milk, whole wheat bread or biscuits, butter, and a raw fruit or vegetable; these foods provide not only fuel but minerals, vitamins, and protein. Whether the meal is hot or cold need not be of much concern. Some industries which have not felt it feasible to initiate the foregoing plan have provided for a mid-morning snack which helps to sustain the worker until his next full meal. In such cases the food served is a modification of the Oslo meal.

Although upon first thought management may not consider the serving of breakfast its problem, some provision for feeding those who would otherwise start the day without the necessary fuel to do the job may find immediate benefits to both employee and employer—better health, higher morale, and increased production. Actual participation on the part of the employee in such a feeding program will go a long way toward establishing good health habits, both for himself and for his family.

But having the food available may not in all cases bring the desired results. Changes may be brought about more promptly provided the serving of food is accompanied by an educational program, using leaflets, posters, and films. This might be a cooperative venture carried on through the personnel director, the plant physician, and the nurse. Materials to aid in such a program have been prepared by nutrition authorities in Washington and are now available for distribution. The MANUAL OF IN-DUSTRIAL NUTRITION is already printed and is for free distribution to executives in war plants. Other materials may be secured at cost from the Government Printing Office. Details concerning just what is available and how much each item costs may be secured by writing to the Manufacturers Association of Connecticut, Inc.



WAGES AND WORRIES

By JOSEPH B. BURNS, Counsel, Manufacturers Association of Connecticut, Inc.

POR that vast group of industrial employers who were literally "caught with their wages down" in October of 1942, the War Labor Board, in its wage stabilization enforcement program, has been a source of countless managerial headaches.

This bogeyman of present-day management problems has caused a furore and upheaval comparable to any of the previous highly controversial government relief measures of 1934 and 1936. It is, in fact, a combination of administrative decrees and regulations which have now banded together to form the Vigilante Committee for Wage Stabilization. The purposes and objectives are simple, but the intricate network of regulatory measures has been so fantastically conceived that even an Alice in Wonderland would be amazed at their complexity.

In spite of the obviously difficult proceedings required to secure wage adjustments, many concerns have successfully forded the stream of administrative whirlpools and have been granted wage adjustments which have aided their present labor problems. In order to clarify the procedures and the present regulations squarely in the path of those seeking wage adjustments, it would probably be advantageous to discuss the present situation as it actually



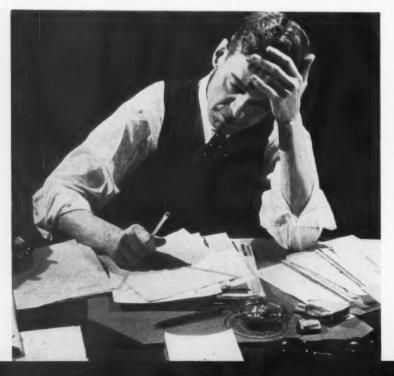
JOSEPH B. BURNS

The first freeze order No. 9250 in October of 1942 operated to stabilize wage rates at the point to which they had risen by that date. Naturally, this high point was, in most instances, the highest point to which wages had risen since the inception of the Fair Labor Standards Act in 1938. Basically then, the period within which wages were pegged was from 1938 to 1942, and

the high wage rate for any job classification was then to be considered the ceiling for that particular job, beyond which no increases could be granted without specific War Labor Board approval. That base period is still the most important single item in the entire wage stabilization plan. All employers should and must, if they have not already done so, prepare for themselves, if not for the enforcement agencies, a complete list of their job classifications during the "base period".

Once these rates have been established the next vital question concerns the permissible movements within the limits of a particular rate range. In order to operate successfully in making wage adjustments, employers are now required to have a formal "plan", preferably one which was in existence prior to October, 1942, or one which is imposed upon you by the restrictions of General Order 31. If an employer is one of the fortunate few who operated under a successful plan of increasing wages prior to the freeze date, he may now operate in accordance with the provisions of that plan, as long as he does not exceed the ceiling which has been established at the maximum level for each job classification. But, if he is one of the majority of employers, his plan of operations, which has worked satisfactorily in the past, may not be considered definite enough to be a "plan" under existing interpretations, and he must therefore operate in accordance with much more stringent regulations.

An exact definition of an acceptable "plan" is difficult to establish, but there are specific measuring sticks established by the WLB administrative staff which enable an employer to judge for himself whether or not his plan is acceptable. In the first instance, he should have a definite time limitation upon the periods within which wage increases for merit are considered, and definite time limits established for all length of service increases. The amounts of the individual increases given within those specifications must be stable, either on a percentage or definite amount basis, and finally, after the method has been clearly outlined by which a wage increase may be given, the employer must remember



that all employees should at least be considered for an increase periodically, whether or not the final result of that consideration provides them with additional compensation. The plan must be definite as to time and amount, for if it is entirely discretionary, it is not acceptable to the War Labor Board. Therefore, employers who have previously granted wage increases when they thought an employee was deserving, or when he threatened to quit unless he received more money, are now faced with the abolition of this discretionary doctrine and are confined to the limitations of General Order No. 31.

Certainly this ultra-confusing bit of regulation called General Order No. 31 is at best a legalistic nightmare. It was undoubtedly drawn with the idea of so confusing employers that operations within its limits would be so extremely impractical that the stabilization of wages was an inevitable result. In the first place, the Order was never clearly enough defined and it was impossible to tell when one section stopped and the other began. To illustrate, under Part A, entitled "Definitions and Criteria", Subsection (b) outlines plans which do not require board approval, and in Sections (1), (2) and (3) of that subsection, prior approved plans are defined; but in Section (4) a complete new standard is established without clarification. This Section (4) provides for limited merit increases, length of service adjustments, and promotions or re-classifications within and between rate ranges. Unit 2 of Part A then establishes general "criteria" which further limit increases for all plans or schedules. These criteria in Section B set down the principle that the general proportional distribution of employees within given job classifications must remain substantially the same at all times.

Now, from a practical point of view, let us observe some of the inconsistencies made as a result of these provisions. For example, assume that an employer is operating without a previously approved plan and is therefore subject to the limitations of General Order 31 for merit increases, Under that restriction, no employee may receive more than two merit increases in any calendar year and no more than 50% of the number of employees in any single job classification are allowed to receive these merit increases. In other words, incongruous as it may seem, one half of the employees in any job classification may receive two merit increases, while the other half receives

nothing. Yet, in spite of the fact that only 50% of a given group can receive two wage increases, the employer is further subjected to the general criterion which states that his proportionate distribution must remain the same. How a reconciliation of these two sections can be made is impossible to understand, unless a turnover in labor of approximately 50% is encountered wtihin that particular classification. To further complicate the picture, if such a labor turnover is encountered, the general proportions do not apply anyway, and an employer finds himself right back where he started from.

Ridiculous as many of these sections appear, the thought behind the entire regulation is, of course, to freeze wages at their present levels and to make it so difficult to secure upward adjustments that a great percentage of requests will be discouraged. In addition, a great many more requests are denied because they do not come within certain allowable classifications which merit the approval of the War Labor Board. Similar to the army which seeks security by installing itself within the encircling confines of barbed wire and tank traps, the War Labor Board, through its regulations and strict interpretations, has made it increasingly difficult for those seeking additional wages to pierce the armor of their resistance to inflationary wages.

Realizing that at the present time the New England War Labor Board and its undermanned administrative staff is faced with a backlog of 2,000 cases, it is rather presumptuous to expect that any one case can or should receive preferred approval. Approval of a request may be secured, even

"Containly President Fanshell Is in, but he can't see you now—I'm for too busy!"

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though not immediately, if it is based upon one of the following grounds satisfactorily substantiated by fact.

1. If a rate for a given job classification is below what is established as a "sound and tested" rate for that same job in a given labor area, then permission may be given to raise the maximum for that classification up to the minimum sound and tested rate, provided War Labor Board approval is received.

2. If the wages paid for a given job classification are considered substandard from a cost-of-living point of view, permission to increase may be granted. Substandard wages for the New England Area would probably be anything below 50¢ an hour for women or 55¢ an hour for men, regardless of the type of job.

3. The Little Steel formula of allowing general increases aggregating 15% increase over the wages paid in January of 1941 will usually be allowed without question. However, most companies have already taken their allowable increase under the Little Steel formula, and applications for relief on that basis are becoming fewer.

4. There may be gross inequities within a given plant on certain job classifications. These rates may have been out of balance due to personnel differences or to other individual factors, and consideration toward equalizing these rates will be given provided a satisfactory case for the Board is established.

5. Finally, there may be individual cases where rate increases are justifiable which do not fall within the previously mentioned categories. Serious changes in a labor area, such as an establishment of a large modern plant which drains a limited labor supply, would be given consideration under this heading. Other miscellaneous maladjustments are likewise considered where the nature of the problem requires individual treatment.

For the most part, wage increases will be difficult to get unless a case is clearcut and satisfactorily explained. It must be remembered that the individuals who deal with a request consider it objectively, and in spite of the obvious merit which is attributed to any situation, the only picture the War Labor Board gets of any situation is the one which an employer gives them. So, Form 10 should be completed in detail, with attached supplementary and informative data on typewritten

(Continued on page 29)

CONNECTICUT AND THE SOCIAL SECURITY ACT

By CHARLES G. CHAKERIAN Associate Professor of Economics, Connecticut College and Lecturer in Social Work, Hartford Seminary Foundation.

THE 1930 decade will go down in history as the period in which the Federal Government, for the first time, deviated from its characteristic traditional policy of limited action and accepted substantial responsibility in the field of public welfare. The trend in question may be said to have made its official appearance during the Hoover administration of 1930 when the Persident's Emergency Committee for Employment was created to help alleviate conditions by stimulating private employment and by promoting local relief programs. In the summer of 1931, the President's Organization on Unemployment Relief was organized; on October 5th of the same year the Federal Farm Board made special arrangements for selling wheat and cotton to relief agencies; and in December, the United States Army distributed blankets, cots, and salvaged army clothing. In the spring of 1932, the Federal Farm Board, through the American Red Cross, gave flour milled from surplus wheat to families on relief. Finally, on July 21, 1932, President Hoover signed the Emergency Relief and Construction Act which carried an appropriation of more than two billion dollars out of which the Reconstruction Finance Corporation was authorized to lend to cities for relief purposes the sum of three hundred million dollars.

From such staccato and sporadic beginnings, the trend of federal activity in the field of public welfare gathered momentum during the presidency of Franklin D. Roosevelt. In speedy succession, laws were enacted to create or to strengthen the CWA, FERA, WPA, PWA, and numerous other agencies. But perhaps the most farreaching development of the decade was the enactment of the Social Security Act in 1935. With the passage of time, it is increasingly being realized that this piece of federal legislation is profoundly affecting not only the economic and social lives of individuals, but also the functions, the finances, the administrative machinery, and to some extent the very independence of the local, state, and federal layers of government.

The Social Security Act

As amended in 1939, the Social Security Act is an omnibus and an enabling measure of tremendous scope. Its economic, health, and welfare provisions fall into three major categories.

I. Social Insurance. It provides for two systems of insurance: (1) a federally administered old age and survivors' benefits scheme financed by an

CHARLES G. CHAKERIAN

income tax on the wages of "covered" employees and an excise tax levied on their employers; (2) federally promoted and controlled but state created and administered programs of unemployment compensation financed by a federal payroll tax levied on employers in "covered" industries.

II. Public Assistance. Through the inducements of grants-in-aid, the act encourages the several States to inaugurate or to extend previously established systems of public assistance providing for the maintenance of needy (1) aged and (2) blind individuals, and (3) dependent children.

III. Public Services. Also through the use of the grants-in-aid device, the several States are induced to set up new or to strengthen and extend existing public services in the fields of (1) child welfare, (2) crippled children, (3) maternal and child health, (4) public health, and (5) vocational rehabilitation.

There are many other provisions, mostly financial and administrative, not directly related to this article. Therefore, they need not be considered at this time.

Having been passed by Congress, the act received Presidential approval on August 14, 1935. It has now been in force for some eight years. What have been its effects on the aged and venerable provisions of the Connecticut system of welfare?

Social Insurance

In 1935, there were no systems of public insurance at work in Connecticut. The severity of the 1929 depression had caused numerous unemployment insurance proposals to be submitted to the Legislature. Several commissions had been appointed to study the matter. One of them, the Connecticut Unemployment Commission, in its report to the Governor in December, 1932, had recommended unanimously that "no legislative action requiring the setting up of cash reserves for unemployment benefits be taken by the next (1933) General Assembly," but urged, in traditional Connecticut fashion, that firms, acting voluntarily, take steps "to provide some protection to their stable employees against the sudden loss of earnings through causes entirely beyond themselves.

This position was adhered to strictly with the result that at the time the federal Act was passed in 1935, the unemployed, whether unemployables or otherwise, were provided for under the newer federal emergency relief programs in which the state participated.

The enactment into law of the federal security program had immediate repercussions in practically all the states. In Connecticut, Governor Wilbur L. Cross appointed, at once, a special commission to study the matter. In reporting back to him in November, 1936, a majority of the Commission urged the immediate establishment of an unemployment insurance

system for two reasons: (1) to help the able-bodied unemployed, and (2) to take advantage of the federal taxes which otherwise would be lost to the state.

On November 30, 1936, a special session of the General Assembly convened by the Governor acted favorably on the proposal with the result that Connecticut for the first time in its history embarked on a comprehensive system of state unemployment insurance. On December 3, the measure was submitted for approval to the Federal Government which approved it five days later. Further evidence that such action was at least partially the result of the somewhat coercive nature

5. Division of State Relations, Pub-

Agency)

lic Health Service (Fed. Sec.

of the federal Act is found in the Governor's message to the General Assembly. In convening the special session, he stated that "it now remains for you to consider an Act providing for Unemployment Compensation, which must be passed early in December, in order to secure all possible benefits from the Federal Government. This situation creates an acute emergency. It is for the General Assembly to determine whether the State shall adopt an unemployment compensation plan in harmony with the provisions of the Social Security Act, which, becoming operative as of January 1st, 1936, lays a tax on the payrolls of large groups of employers for unemployment compensation. . . . If you take favorable action by early December on a bill meeting the requirements of the Social Security Act, ninety percent of the income from these taxes will be available to the State of Connecticut for unemployment benefits, and the expense of administration of the plan will be borne by the Federal Government. If you fail to enact such a law by early December, the proceeds of these taxes-for 1936, at least-will become a part of the general revenues of the Federal Government, subject to such uses as Congress may direct." Here is a perfect example of the use of the tax power to effect social re-

Services 5. Department of Health, 10 differ-

1942-'43.

ent bureaus, and in addition, 7

Connecticut towns & cities benefited from Title VI funds in

FEDERAL ADMINISTRATIVE AGENCIES	INSURANCE, ASSISTANCE, and SERVICE PROVISIONS of the SOCIAL SECURITY ACT	CONNECTICUT STATE ADMINISTRATIVE AGENCIES
	I. Insurance	
 Bureau of Employment Security, Social Security Board (Fed. Sec. Agency) 	1. Unemployment Compensa- tion (Title III)	Division of Unemployment Com- pensation, Department of Labor & Factory Inspection
2. Bureau of Old Age & Survivors Insurance, Social Security Board (Fed. Sec. Agency)	2. Old Age & Survivors Insurance (Title II)	
	II. Public Assistance	
Bureau of Public Assistance, Social Security Board (Fed. Sec. Agency)	 Aid to the Aged (Title I) Aid to the Blind (Title X) Aid to Dependent Children (Title IV) 	Bureau of Public Assistance Office of Commissioner of Wel- fare
	III. Public Services	
 Maternal & Child Health Division, Children's Bureau (Dep't. of Labor) 	1. Maternal & Child Health Services (Title V: Part 1)	 Maternal & Child Hygiene, Bu reau of Child Hygiene, Depart ment of Health
 Crippled Children's Division, Children's Bureau (Dep't. of Labor) 	2. Services for Crippled Children (Title V: Part 2)	 Division of Crippled Children Bureau of Child Hygiene, De partment of Health
3. Child Welfare Division, Children's Bureau (Dep't. of Labor)	3. Child Welfare Services (Title V: Part 3)	3. Division of Child Care, Bureau of Child Welfare, Office of Com missioner of Welfare
4. Vocational Division, Office of Education (Fed. Sec. Agency)	4. Vocational Rehabilitation (Title V: Part 4)	4. Division of Vocational Rehabili tation, Bureau of Vocationa Education, Board of Education
- mill 46 mll ml		Done of Done of

5. Public Health

(Title VI)

Once adopted the plan developed with phenomenal rapidity. As of March 31, 1943, the cumulative collection and interest totalled \$125,147,399 out of which more than \$28,500,000 were paid in benefits, leaving a balance of more than \$96,500,000 in available funds. The Board's annual report for the 1941 fiscal year reports the following facts regarding the operation of the Connecticut system: The approved administrative budget was \$1,501,909 of which amount the state contributed \$40,593. There were 10,545 subject firms and 780,000 "covered" workers. Out of a total of 70,656 claims filed, 55,658 were allowed with the result that there were 6,566 beneficiaries weekly, the funds paid out amounting to \$3,234,000 for a total of 341,427 compensated weeks.

The Old Age and Survivors' Benefits system is an outright federal scheme calling for no state participation. But that the social and economic life of the several States is likely to be affected by the measure once it becomes fully operative there can be little doubt. As of June 27, 1941, accounts numbering 865,133 had been established for Connecticut employees. On the monthly benefit rolls there were 7,053 beneficiaries receiving monthly benefits in excess of \$135,000. A clearer indication of its economic significance to Connecticut is found in the contributions collected. They amount to \$19,982,000 in the first nine months of the fiscal year ended June 30, 1943.

Public Assistance

In 1935, as in 1635, the basic principle of poor relief in Connecticut was local responsibility. The selectmen, acting in the capacity of overseers of the poor, supported paupers either in almshouses or by giving them outdoor relief in cash or in kind. The state government performed certain limited functions, such as reimbursing towns for aid granted paupers having no settlement; collecting information and statistics on pauperism and the administration of the poor laws and publishing same with appropriate comments; inspecting and visiting welfare institutions and promoting desirable service standards. It is significant that this situation still prevails in the field of general public assistance. Could the reason lie in the fact that the Federal Government has stayed, on the whole, outside this realm of public welfare?

By contrast, the 1935 Connecticut

provisions for the care of needy (1) aged and (2) blind individuals, and (3) dependent children have undergone major modifications under the impact largely of the Social Security Act.

The Aged. The 1935 Legislature, in conformity with growing public pressure but more especially in anticipation of forthcoming federal financial grants, adopted a system of old age assistance which contained a provision permitting its modification in response to future federal legislation. The Connecticut law, which became effective May 1, 1935, stated that no applications were to be received prior to October 1, 1935, and no grants were to be made prior to April 15, 1936. The Federal Government approved the measure on February 4, 1936, and federal funds were made available on April 15, 1936. By April, 1943, approximately one-half million dollars a month was being paid more than 16,000 beneficiaries. Federal contributions to Connecticut for old age assistance amounted to \$3,-182,134.93 during the fiscal year ended June 30, 1942. From the old age assistance tax \$2,225,000 was secured necessitating an additional loan of \$2,500,000 from the State General Fund. As it operated over this first seven year period, the measure gave strong indications of evolving into a full-fledged pension system.

The Blind. Most of the 1935 provisions for the blind in Connecticut were for medical, welfare, and educational services rather than for relief and maintenance. It is true that a 1921 law had authorized the Board of Education of the Blind to extend aid in their own homes to needy adult blind residents of the state to the extent of not more than \$30 per month. The Board, however, never undertook to provide relief, "the contention being that the support of indigent blind persons should devolve upon the towns where they have a legal residence, as provided for by statute."1 The Board did expend in 1935 some \$20,000 for highly specialized forms of relief and service, involving medical and hospital care, and follow-up procedure. Special needs were met and in some instances relief allotments of other agencies were supplemented. But the needy blind were still cared for, by and large, under the pauper laws of the

1Board of Education of the Blind: Annual Reports for the Two Years Ended June 30, 1940. Hartford, 1940. P. 9.

As a result of various pressures, the Board of Education of the Blind submitted a plan to Washington which was approved on February 4, 1936, and under which it chose to function through June of the same year. During this five month period an average of 155 needy blind individuals were aided with the help of some \$10,000 from federal grants over and above expenditures from state funds.

From July 1, 1936 on, the Board of Education for the Blind went back to its established ways of doing its work and refused to send in further requests for federal funds. Finally the 1937 Legislature accepted the State Pauper Law Commission's recommendation to so amend the old age assistance law as to extend to needy blind individuals, regardless of age, the provisions thereof. Such action was in 1938 approved by the federal Social Security Board. Connecticut thus embarked on a program of assistance to the blind through which a total of \$4,733 was paid 157 beneficiaries during the month of April, 1943. Federal contributions to the program during the fiscal year ended June 30, 1942, totalled \$34,-411.39.

The Dependent Children. With respect to dependent children, the Connecticut picture in 1935 was confusing, to say the least. There were in operation the following five plans: (1) widows' aid, (2) town charges, (3) state paupers, (4) children committed to the commissioner of welfare or (5) to the county homes.

Some of the requirements set forth in the foregoing measures were so extreme and the assistance granted under the plans was at times so meagre that but a small portion of the children and relatives for whose benefit the programs were devised were reached satisfactorily. Moreover, because of the jumble of administrative provisions, it was quite possible for the investigators working under each one of the five plans to call on the same family on the very same day.

To remedy this situation and more especially to benefit from substantial federal funds available to Connecticut, the 1941 Legislature adopted an aid-to-dependent-children measure in conformity with the provisions of the federal Social Security Act. In March, 1943, there were 2,012 families, with 5,119 children, receiving an average of \$62.55 or a total of \$125,850. Connecticut received from the federal

(Continued on page 29)

NEW "E" AWARDS INDICATIVE OF CONNECTICUT'S CONTINUED RANKING POSITION IN WAR PRODUCTION

INTERNATIONAL SILVER: Paying tribute to International Silver's all-out conversion to war production within a year after Pearl Harbor, military and naval dignitaries, national, state and city officials gathered with several thousand employees of International plants "R" and "H" to receive the highly valued Army-Navy "E" on July 27.

Ceremonies, held to one half hour in compliance with government regulations to prevent unnecessary curtail-

Ralph Jahnige and Maltby Stevens look on.

ment of vital war production, took place at Insilco stadium, Meriden. Roy C. Wilcox, executive vice-president, delivered the introductory remarks, Senator Francis T. Maloney acted as master of ceremonies and Mayor Francis R. Danaher extended greetings from the city of Meriden. The "E" pennant was presented by Rear Admiral Wat T. Cluverius, USN (ret.) and accepted by Evarts C. Stevens, International's president. Lt. Col. Howard F. Currie, Commanding Officer,

Medical Procurement, Army Medical Corps, presented token pins to employee representatives of the honored factories.



BRISTOL COMPANY: Employees and officials of the Platts Mills plant of the Bristol Company, become the eighth group in the Waterbury area to receive the "E" at ceremonies July 29. In his presentation address, Comdr. Edward N. Parker, USN, told the assembly they were making "a potent and priceless contribution to the country." In naval warfare there is no deadlier weapon than those same torpedoes you are helping to turn out, he continued.

Joseph E. Talbot, 5th District Congressman, was master of ceremonies. A special message of congratulation from Governor Baldwin, who was unable to deliver the main address as scheduled because of illness, was read by Herman Koester, vice-president and works manager. The "E" flag was ac-cepted by President Howard H. Bristol who has been with the firm 33 years, during the last 13 of which he has served as its chief executive. Capt. G. O. Waeterling, USA, made the customary awards of "E" pins to four employees oldest in point of service. Walter H. Roberts, in accepting for all employees, stated that "we will consider this award not so much as a recognition of our past efforts as a challenge to our greater production in the future."



PRESIDENT EVARTS C. STEVENS of International Silver explains 20 mm shell pro-

duction to Admiral Cluverius, Lt. Comdr. Fish, Lt. Dewart and Senator Maloney as

HOLDING THE "E" PENNANT presented to International Silver Company Plants "R" and "H" on July 27 are, l. to r. Rear Admiral Wat T. Cluverius, USN, (ret.); President Evarts C. Stevens; Ernest Cheeney, employee representative and Lt. Col. Howard F. Currie, USA.



CYRIL JOHNSON WOOLEN COMPANY: At colorful and impressive ceremonies held August 17, the Cyril Johnson Woolen Company became the first factory in Stafford Springs to be honored with the "E". Since March, 1942 the concern has been 100% on war production, making high quality woolen fabrics for all branches of the service.

The award program was presided over by Bernard Mullins of Station WTIC, Hartford. Rear Admiral Cluverius, as principal speaker, made the formal presentation of the "E" to President David P. Mitchell who accepted on behalf of management and employees. Rear Admiral Frank J. Gorman of the U. S. Coast Guard was



PRINCIPALS at the Army-Navy "E" award to The Bristol Company: L. to r., Hon. Joseph E. Talbot, representative of the 5th Congressional District who acted as master of ceremonies; John S. Monagan, mayor of Waterbury; Leo J. Brophy, warden of the town of Naugatuck; Howard H. Bristol, president of the company; Comdr. Edward N. Parker, USN, who made the presentation and Captain G. O. Waeterling, USA, who awarded token "E" pins.

another of the main speakers. Presentation of pins was made by Major Frederick H. Mayne, USA, officer in charge of headquarters for transport commanders at New York. Major Mayne is the son-in-law of Carroll D. Newall, vice-president and general manager at Cyril Johnson. Laurence M. Hanson, past-president of the Cyril Johnson Protective Association and chairman of the employees' Benefit Fund accepted the "E" pins for all employees.

WIREMOLD COMPANY: "If every needed factory, large and small, throughout the land, were in full production, as the Wiremold Company has shown itself to be, with every machine manned round-the-clock, then we would shorten the war and there would be no question of early and complete victory" said Albert N. Jorgensen, president of the University of Connecticut in presiding at ceremonies marking the awarding of the "E" to Wiremold on August 4.

The pennant was presented by Col. Robert T. Stevens, QMC, Office of the Quartermaster General, USA, who, prior to the war, was president of J. P. Stevens Company, chairman of the board of Whitney Chain and Manufacturing Company and a director of Hanson-Whitney, Hartford. Wiremold's president, D. Hayes Murphy, accepted the pennant by congratulating his fellow workers on "a production job which has been exceedingly well done." Presentation of "E" pins was made by Captain A. K. Atkins, head of the Hartford Naval Inspection District, USN, and Pfc Donald T. Danelle, wounded African campaigner representing the armed forces overseas, pinned on the badges.

The Wiremold Company is engaged in the production of textile webbing and metal precision parts for the Army and Navy.

+ + +

NOTIFICATION has been received by Waterbury Clock Company, Waterbury and Seymour Products Company, Seymour that they have been elected to receive the "E". Ceremonies have not been held as this issue goes to press. THE FOLLOWING CONCERNS, previously awarded the "E", have received the six month's service star for continued excellence in the production of vital war goods: Putnam Woolen Corp., Putnam; Corbin Screw Corp., division of American Hardware Corp., New Britain and Whitney Blake Company, Hamden.



ATTENTIVE LISTENERS at Wiremold Army-Navy "E" award: L. to r., Captain A. K. Atkins, USN, head of Naval Inspection for the Hartford Area; PFC Donald T. Danelle who awarded token "E" pins to employees and D. Hayes Murphy, president of the company.



COL. ROBERT T. STEVENS, prominent Hartford industrialist who entered the service just after Pearl Harbor, says the Wiremold Company's conversion of its auto cable housing production facilities to urgently needed flat, heavy webbing is one of the romances of war production.



HOLDING CYRIL JOHNSON'S newly won "E" flag are, l. to r., Rear Admiral Wat Cluverius, USN, (ret.); Laurence Hansen, employee representative; Rear Admiral Frank J. Gorman, USCG; David P. Mitchell, president of Cyril Johnson and Major Frederick H. Mayne, USA.

NEWS FORUM

FORTY-FIVE THOUSAND United States Patents and patent applications, formerly enemy-owned or enemycontrolled, are now being licensed on a non-exclusive basis for use during the war and postwar periods, by the Alien Property Custodian. These patents which cover practically every field of mechanical, electrical and chemical arts offer manufacturers an opportunity to round out their new product lines. A nominal fee of \$15.00 is charged for each patent licensed.

Companies desiring an index or the catalog listings of these patents should write to the Office of Alien Property Custodian, Chicago 3, Ill., and specify the patent office classification or the particular field of patent applications in which they are interested. Individual classifications will be furnished for 10 cents each with the exception of nine classifications which are 25 cents each. The complete catalog listing all patents is \$5.00 without binders.



THE APPOINTMENT of Mr. H. Paul Cleaver as works manager was announced recently by A. Howard Fuller, President, The Fuller Brush Company, Hartford.

Following Mr. Cleaver's graduation from the University of Delaware in 1918, he went to work in a machine shop where he gained a basic knowledge of tool making and tool design. He then spent several years in the production and material control end of the manufacturing business. This general all-round experience enabled him in 1926 to become connected with the



H. PAUL CLEAVER

J. G. Brill Company in Philadelphia where he became general superintendent of the plant.

In 1936 he was further promoted to the position of works manager in which position he had direct charge of all production, tool design, estimating, plant maintenance, plant protection, industrial relations, time study and production control. While in this capacity an unusual honor was accorded his management ability when his company's Rolling, Fabrication and Finishing Division was awarded first place in the National Safety Council's nationwide safety contest.

While in Philadelphia, Mr. Cleaver was a member of the Philadelphia Chamber of Commerce, and a member of their Labor Relations Committee.



WAR BOND SCORE SHEET of the Bristol Company shows July as the tenth consecutive month during which the hold-the-line record of 10 percent has been maintained—the country's

standing. Department 8 (Chart and Printing) of the home office still leads all department bond buyers. It is the twelfth time in succession that "8" has had the honor of displaying the Departmental Bond flag, currently to the tune of a 16.15 percent score. Although the San Francisco office topped the list of "Ten Percenters" for July with a score of 17.31 percent of its payroll invested in War Bonds, "8" has held this enviable place-in-the-sun on several occasions.



WAR WORKERS who quit their jobs are going to face not only their consciences but the condemnation of their fellow workmen. Those who attend church will also hear what the clergy has to say about victory slackers, since the War Production Board has already appealed to ministers of the Gospel to help in the nationwide drive to keep war workers at their posts. July war expenditures were the lowest since February; simultaneously it was discovered that men and women working in war plants are quitting their jobs at the rate of 58 percent a

Speaking before the New York Commerce and Industry Association, Charles E. Wilson, executive vicechairman of WPB, warned that the present production rate cannot supply our fighting men with the new equipment that is a prerequisite of changing battle demands. Clinton S. Golden and Joseph B. Keenan, WPB vicechairman s been maintained—the country's for labor, stated bluntly that if the first payroll tax deduction notwith-"quit rate" for May was continued

IT'S HIGH TIME TO PLAN

. . to be ready to go along smoothly with the many changes in consumer packaging which will doubtless come with post-war merchandising.

ORIGINAL IDEAS will be needed, and Robertson is an idea house—thinking in terms of the future for the better service of customers using Folding Paper Boxes.

Let's talk about this service NOW. No obligation is

Round The Clock Rivet Production at The Milford Rivet & Machine Co. Keeps Pace With Round The Clock Bombing

Modern Plant



Most Modern Equipment

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Exacting Inspection

This contribution to the "war effort" will be a contribution to the "peace effort" after the "unconditional surrender." The Milford Rivet & Machine Company, Milford, Conn., will continue to remain in the "top flight" of industries with the best of operating facilities, workmanship and quality control...The Plocar staff is proud of the management planning and engineering service it has been privileged to render Milford Rivet & Machine Company engineers in their all-out production program.

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PLOCAR ENGINEERS

through the year "it would mean that 58 percent of manufacturing workers would leave their posts within a year." Illness and accident, both men conceded, were responsible for a part of the production lag, as were plant conditions.

The concensus of manufacturers' opinions is that the nation still faces a 'hard war' despite recent victories, and that unless labor and management cooperate in speeding production, some planned big offensives cannot but suffer and battles be lost.

* * *

PRENTICE WHITE, recently appointed administrator of the new Connecticut State Housing Authority, was the man in full charge of the milliondollar building program of Suffield Academy. As one of the firm of White and Clark, Inc., Hartford construction subcontractors, he developed a service for coordinating the designing, planning, estimating and construction of various building programs. The State Housing Authority will study and coordinate the activities of the local housing authorities.

* * *

VIRTUALLY 100 PER CENT of Pexto's output is war work, according to an announcement of President Mark J. Lacey, who is also general manager of the Peck, Stow and Wilcox Company, Southington. Nearly 30 percent of those on the present payroll are women. A report read at the annual meeting of the stockholders showed gross profits for the year at \$771,838.65, with net before dividends \$174,125.54. Stockholders' dividends totaled \$75,000, while assets were quoted at \$4,120,967.21.

* * *

ONE SOLUTION OF ABSENTEE-ISM, State War Manpower Director William J. Fitzgerald says, is the establishment by industrial and manufacturing plants of "service bureaus" through the facilities of which varityped errands and shopping favors would be performed. "It is my opinion," he recently remarked, "that a great many cases of absenteeism are due to perfectly legitimate reasons. For example, visits to rationing boards, errands to pay utility bills, visits to banks and general shopping."

In some Connecticut plants such services as Mr. Fitzgerald recommends are already operating, while several out-of-state war plants maintain branch ration offices, beauty parlors and other conveniences for their workers. The director commends the way in which many Connecticut manufacturers have met their personal plant problems by means of ingenious devices and services but suggests that the practice of promoting "service bureaus" be extended throughout the state.

* * *

"AVIATION CENTER OF THE POSTWAR WORLD" is the slogan for Connecticut being promoted by the Connecticut Development Commission through nationwide advertising. The State Finance Advisory Committee has approved the allotment of \$25,000 additional funds for this purpose and it is expected that the money will be invested in a dozen or more advertisements to be inserted in a national publication.

* * *

SUPERIOR AMERICAN HORSE-SHOES may clinch the South American postwar horseshoe trade, Felix H. Levy of the Horseshoe and Allied Products Manufacturers Association of the United States says, providing a proposed trade agreement to lower the duty on American horseshoes materializes between this country and Paraguay. This, in turn, might prove to be the savior of the American horseshoe industry, which naturally has suffered many relapses due to the expansion of the automobile industry. Mr. Levy is confident that after the war "many farmers and commercial firms will once more turn to the horse. . . .



JOHN W. NICKERSON

IOHN W. NICKERSON of Manchester, former superintendent of plants for Cheney Brothers Company, has been named head of the new Management Consultant Division of the War Production Board. This division will represent management and will collaborate with the existent Labor Production Office in settling potential industrial disputes which threaten to delay the production of war machines. Further stipulations are that the division "shall study and recommend means of increasing plant production through improving management practices in dealing with labor on such matters as wage incentive plans, production standards, etc."

A SHORTAGE OF BALL BEAR-INGS is behind a program of subcontracting which will release employees from other plants to relieve the distress of the ball bearing industry. According to a joint statement of Earl Milliken of the Hartford WPB office and William J. Fitzgerald, state WMC director, both the WPB and the WMC are working with manufacturers relative to the voluntary subcontracting of at least 25 percent of their production to plants outside their specific area. This would create a reservoir of labor to meet the critical need for ball bearings. Such a program may be extended beyond the Bristol-New Britain area, where demands are most urgent, to include such centers as Hartford, Waterbury, Meriden and Middletown.

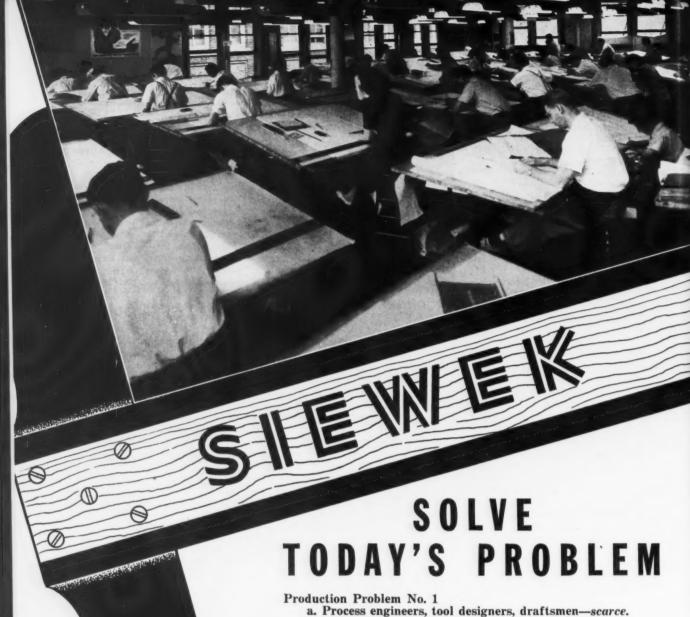
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EDWIN S. TODD has been reelected president and general manager of the Clark Brothers Bolt Company in Milldale. Other officers are: vicepresident and treasurer, Oscar G. Knapp; vicepresident, Edwin C. Northrop; secretary, Dudley H. Smith; assistant secretary and assistant treasurer, Miss Catherine Lamb. These officers, including Charles C. Persiani and Robert F. Griggs, Jr., compose the directors. In addition Carleton W. Eade has been appointed plant engineer, Otto R. Reisch will continue as factory superintendent, while Carl F. Kritz and Clyde A. Ray will be production manager and personnel director in charge of payrolls, respectively.



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b. An essential item of war to tool up and produce.

c. Uncle Sam wants this product—yesterday.
Suggestion—Call in Siewek Engineering—In the Hartford branch alone there are employed over 90 skilled men.

Production Problem No. 2

a. A maximum of green shop help.

b. The percentage of spoilage increasing.

Suggestion-Let Siewek provide a complete gaging program.

Production Problem No. 3

a. Long time delivery on the building of Jigs, Fixtures, Gages,

Drills, Reamers and Small Tools.
Suggestion—Contact the Siewek Tool Division, Ferndale, Michigan for prompt and reliable action.

Production Problem No. 4

a. Tools no longer adequate to maintain production.

b. Hand assembly methods slow down "out-go."

Suggestion—Give Siewek Engineering the "go ahead" to design special machines or equipment.

PLAN FOR TOMORROW

ENG



For over 30 years Siewek engineers have designed production equipment for products of peace and products of war. A combined staff of over 220 engineers, designers, tool makers, draftsmen and technical experts are equipped to handle any production problem. Write today for complete information about the service Siewek Engineering can give.

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From Production Line to Firing Line they hold with a grip that never lets go!

All the way from production machines to battle machines—there's the line of duty of the ALLEN Line. "Allens" hold together machine tool assemblies and the weapons these tools produce; they keep mechanisms solidly intact on production line and firing line.

The entire Allen battle line—"pressur-formd" Cap Screws, the original cold-drawn Hollow Set Screws, socketed Flat Head Cap Screws and Pipe Plugs, Tru-Ground Shoulder Screws and Dowel Pins — is dedicated and qualified to hold all gains in machine and arms development.

Order through your local Allen distributor—the man who gets the goods to the limit of the supply.

THE ALLEN MFG. COMPANY
HARTFORD, CONNECTICUT, U.S.A.

A CALL FOR FURTHER WAR MOBILIZATION put into effect through a house to house canvass implemented by a Manpower Mobilization campaign in Hartford has resulted in 2551 work applications out of 16,341 interviews. "More than 95 percent of those who submitted applications," Lorne A. Cameron, director of the campaign, said "were women now at home." Two to one of the applicants desired full time employment, while the same ratio applied to those preferring day to night work. Two out of three persons wanted work in war plants, with the other person requesting insurance or retail store work.



LACK OF PROPER NUTRITION resulting in illness is one of the chief reasons for absenteeism, according to one authority who quotes statistics as establishing the fact that 90 percent of those guilty of absenteeism are really sick. The proper feeding of their employees, therefore, is one of the dominant concerns of the heads of war industries. The steady grind of war production, long hours, the lack of adequate sunshine and fresh air, together with improper nutrition are taking their toll not only in workers' health but in the maintenance of topflight production figures. These facts, of course, tie in with such awards as the Army-Navy "E" for efficiencythe presentation of which depends to a large extent upon the static good health of employees.

* * *

STATE WAR ADMINISTRATOR Harold F. Woodcock has announced that Richard E. Simpson of West Hartford, illuminating engineering consultant for the Connecticut War Council, has been appointed by National OCD Director James M. Landis to serve as a Civilian Protection Officer.

Under the terms of the appointment Mr. Simpson will serve during periods of emergency with the protection branch of the blackout unit of the regional office of Civilian Defense at Boston, Mass. The appointment is a non-salaried one.

Widely known as a consulting illuminating engineer, Mr. Simpson will continue his services in that capacity for the Connecticut War Council.

* * *

DR. WALTER R. MEYER, Technical Director of The Enthone Company,

New Haven, has announced the appointment of Clarence C. Helmle to the technical staff of the company. Mr. Helmle is a chemical engineer, a graduate of Rensselaer Polytechnic Institute, class of 1932. After graduating, he went with the General Electric Company's Bridgeport Works, where he was successively plating analyst, chemist and finally head of the Inorganic Laboratory in charge of electroplating, metallurgy and general chemistry.

Mr. Helmle has been very active in electroplating. He is Supreme Second Vice-President of the American Electroplaters' Society and past officer of the Bridgeport Branch of the Society. He is a member of the Electrochemical Society and was an instructor for several years in chemistry, electrochemistry and metallurgy at the Bridgeport Engineering Institute.

Mr. Helmle will be engaged in plating equipment design, process development and technical service.



CONNECTICUT Historical Society, Hartford, will appreciate having its name added to mailing lists of Connecticut manufacturers publishing house organs or employee news bulletins. According to Thompson R. Harlow, librarian of the Society now on leave of absence for service with the U. S. Army, data contained in these publications will prove an invaluable source of information for future historians who will write the history of what Connecticut did to win the war.

The Society is also interested in obtaining old catalogs or other literature describing products manufactured in the state in earlier times.

* * *

LABOR - MANAGEMENT PIO-NEERS were described in a recent interview of Bridgeport war workers taking part in the "Soldiers of Production" program broadcast by WNAB over the Blue Network. James L. Wakeling, electrician at the Bridgeport Brass Company, outlined the achievements of the labor-management committee formed by his organization immediately following Pearl Harbor, when steps were taken to prevent work stoppages, to keep abreast of production quotas, to spur War Bond and Red Cross campaigns and otherwise help the company to "become the first Bridgeport plant to win four 'E' pennants from the Army and Navy."

WE HAVE TRAINED 50 YEARS TO DO OUR PART TODAY

★ Since long before Pearl Harbor, while New England and the country have strained to prepare for the inevitable day of war, the entire Roger Sherman organization has worked at high speed to help obliterate bottle necks; to help in the construction of army and navy bases, new industrial buildings, and public utilities.

Working at top speed, much of the time on double shift, and many times around the clock, all hands,—operators, service men and foremen,—have proved that their training was well-grounded. And just as important to the success of their endeavors are the long-established traditions and proven methods developed by the Roger Sherman Transfer Company during 50 years of service to industry.

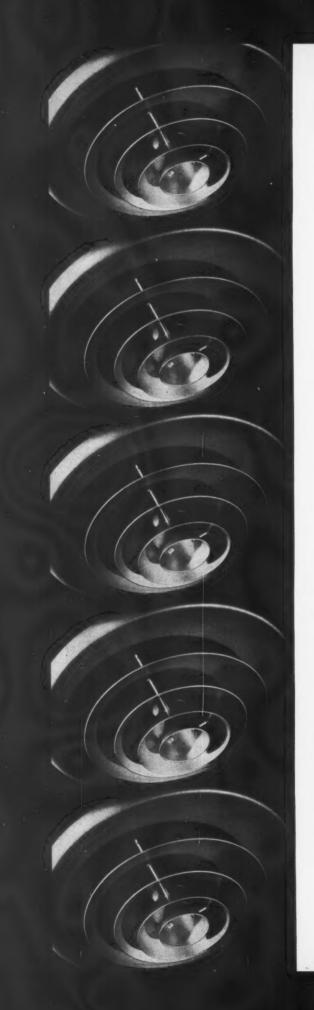
Employees of the Roger Sherman Company work together as a single, dependable, hard hitting unit, with all departments cooperating to the advantage of the customer. One small unit in a huge national army of war workers; but a perfectly trained unit that assures the best possible execution of the job at hand.

Whether that job is hauling heavy machinery or materials on trucks or trailers, whether it is rigging, steel erection or crane rental, the Roger Sherman crews can be depended upon to carry out their assignments safely and with dispatch. All equipment is carefully maintained,—all operations are insured from start to finish.

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The Gray Manufacturing Company plant at Hartford has put metal spinning on a scientific production basis and is currently turning out a variety of units such as aeroplane propeller spinners, cowling, parabolic and other reflectors in quantities up to 7000 per week. We are prepared to submit quotations on sizes from 1" to 72" diameter in aluminum, brass, steel, copper or magnesium.

Sheet metal and punch press equipment, in conjunction with a well equipped machine shop and tool room, makes our facilities particularly useful where a combination of operations is required in the manufacture of a finished product.

Gray Manufacturing engineers and production men, with wide experience in producing metal spinnings for many nationally known concerns, stand ready to share their knowledge with you. We will welcome an opportunity to discuss your metal forming problems. Phone Mr. Froelich at Hartford 3-5257.



MANUFACTURING COMPANY

W. E. Ditmars President

Plant and General Office, 16 Arbor St., Hartford, Conn. New York Office, 230 Park Ave., New York City, Murray Hill 3-9772 He is a member of Brass Workers Local No. 320, International Union of Mine, Mill and Smelter Workers,

Another interviewee, Mrs. Katherine Viscount, employed by Brunner & Ritter, Inc., and a representative of the International Association of Machinists, A F of L, told of the spirited efforts of women employees to tune in with war production demands and to take the places of drafted men. The broadcast was sponsored by the WPB in cooperation with local papers.



CHARLES E. WILSON, who gave a "radio salute" to Bridgeort A F of L and CIO workers on the same program ("Soldiers of Production") as described above is well known as executive vicechairman of the War Production Board. Mr. Wilson was named as "top production authority in the war program" on Sept. 17, 1942 by WPB Chairman Donald M. Nelson. Previous to this he was for more than 15 years an official of the General Electric Company's Bridgeport works, where he worked zealously to improve working conditions for employees. Since 1939 he has been the company's president.



JOHN W. CLARK, acting manager of the Stamford Division of the Connecticut Power Company since October, 1942, has now been made full manager of the division, succeeding Prentice M. Hatch, whose retirement has been accepted. Mr. Clark has also been named as chairman of the Stamford Divisional Committee by the board of directors.

Mr. Hatch, whose ill health forces him to seek an environmental change in Arizona, has been identified with public utility management and operation for many years, both in this country and in Central and South America. In 1922 he became affiliated with the Connecticut Power Company at its New London plant, where he resigned as general manager, in 1929, to become vicepresident of the Stamford Gas & Electric Company. In 1936, when the latter organization merged with the power company, Mr. Hatch accepted the managership of the Stamford Di-

A graduate of Yale, Mr. Clark immediately associated himself with field work of public utilities with the completion of his studies. Among other apprenticeships, he served as lieutenant in the Corps of Engineers (AEF) during the first World War. After this assignment he was employed by the Hartford Electric Light Company. In 1926 Mr. Clark came to Stamford and was shortly put in charge of sales management of the local Gas & Electric Light Company which, as stated

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FOR FURTHER PARTICULARS

RALPH C. COXHEAD CORPORATION







AT SCOVILL MANUFACTURING, Waterbury, women bus drivers are proving a big success. Here Della Wheeler and Edith Puglise are in the "driver's seat" and there's no need for back seat driving. Mary Green, a third "Scovillite" bus pilot, was busy downtown with her station wagon when the photos were taken.

before, was eventually merged with the Connecticut Power Company. In 1938 he was named commercial engineer of the Stamford Division.



CYLINDER ASSEMBLIES FOR United Aircraft Corporation's "Wasp" radial air-cooled engines are now being turned out at a rapid pace by the Southington plant of Pratt & Whitney Aircraft. Production schedules, plant superintendent John R. Robertson emphasizes, are being met with a personnel composed 25 percent of women workers, who are "doing a swell job" when the task is within their capacity. Furthermore, boosts in production are anticipated.

The Southington plant is the fifth of the Pratt & Whitney satellites, the groundwork for which was laid as recently as last summer and the design for which was supplied by a noted industrial architect, the late Albert Kahn. It was built by the Turner Construction Co. The plant has all the aspects of an independent community, having its own water supply, sewage disposal system, police and fire departments, cafeteria and recreational facilities for employees. Three shifts of workers operate the factory daily on a seven-days-a-week schedule.

THE JOBMOBILE, flaunting its snappy "Work Will Win" slogan was an innovation in war worker recruitment in Bridgeport early in August. Sponsored by the Work Will Win Campaign Committee in conjunction with the C. R. & L. lines and the U. S. Employment Service, it is a large bus constituting a mobile employment office to roll in and out of the home neighborhoods of potential women workers in war industries. Decorated with various signs and slogans pointed up with red, white and blue trimmings, the Jobmobile is equipped with a public address system, so that patriotic music and speeches may be heard at each "stand." Women who apply for war work spontaneously are sent out to specific jobs, since full facilities for job placement, together with pertinent information as to types and classifications of the work desired are immediately at hand.

The object of this novel recruiting service is not only to supply women war workers to critical industries but to enroll women workers in industry, public transportation and multitudinous forms of retail service where they may replace men workers.

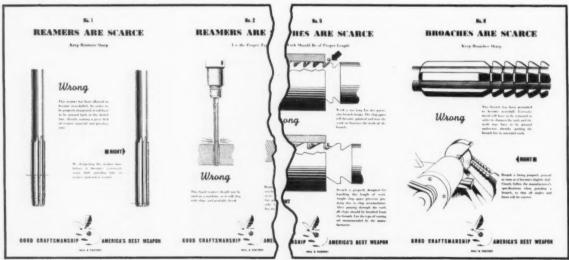
* * *

ANTICIPATED LAYOFFS and curtailed production facing the ma-

chine tool industry was the immediate cause of a recent meeting of representatives of the New Britain Machine local, United Electrical, Radio and Machine Workers of America (CIO) and those from machine tool UE-CIO unions in Hartford, together with officials of the WPB and WMC. The meeting proposed, wherever possible, the setting up labor-management committees which would work with government agencies toward a solution of these problems. Speaking for the WPB, Ray Hudson of the Boston office pledged the full cooperation of his agency with the unions, while William Fitzgerald, state director of the WMC, commended the trade union movement of Connecticut "for its record in support of labor's no-strike pledge." He also guaranteed his intention of cooperating fully on these and other problems of organized labor.



RALPH J. CORDINER, formerly of Fairfield, has returned to the General Electric Co. (Bridgeport) as assistant to the president, according to an announcement by President Gerard Swope. Mr. Cordiner resigned his post as manager of the Appliance and Merchandise Division of the company to become president of Schick, at Stamford, a few years ago. Now he has



MILL & FACTORY Magazine has waived all copyright restrictions on a series of Tool Conservation Charts, a sample of which is reproduced above. These charts are designed to educate workers on the proper use of tools and industrial equipment thereby reducing unnecessary damage and waste. Several company magazines are regularly publishing the charts in reduced size and sample copies for reproduction purposes are available at no charge from Mill & Factory, 205 East 42nd Street, New York,

N. Y. Subjects covered to date are: taps, drills, milling cutters, welding electrodes, carbide tipped tools, tool grinding, electric drills, rubber belts, bearings, air tools, hack saw blades, files, gas welding equipment, micrometers, grinding wheels, reamers and broaches. Companies desiring larger quantities of the actual charts, which measure approximately 11" x 44", for factory posting may obtain prices by addressing Mill & Factory.

resigned as WPB vicechairman of production, a position for which he was drafted by Charles E. Wilson, himself "drafted" by the government as executive vicechairman of the WPB.



THE CASCO PRODUCTS CORP. has opened its new \$25,000 cafeteria for employees of its Bridgeport plant. Mrs. Mabel White is cafeteria manager.



WAR ON WASTE was the theme of a recent drive sponsored by the War Production Drive steering committee at the Remington Arms Co., when the necessity of saving paper, printed matter and other office supplies pertinent to the war effort was emphasized. The drive was under the direction of the labor-management committee composed of office workers, a feature of whose program was a special appeal for suggestions to "help wage a war against wasting supplies and equip-ment." The four-point program as stated by William G. Lyons, chairman of the Drive committee, included (1) the saving of office supplies and equipment; (2) the curtailment of unnecessary letters and reports; (3) "safety to save everybody's time"; and (4) the elimination of needless phone calls.



THE FENN MFG. CO.'s expansion program for the manufacture of war materials includes the opening of a new war factory in New Britain. According to William A. Fenn, Sr., initial employment will comprise a payroll of some 150-200 workers.



CHANGES IN THE ORGANIZA-TION of United Aircraft Corp. were announced recently by Frederick B. Rentschler, chairman of the board of directors. In addition to retaining the presidency, Eugene E. Wilson will be vicechairman; Raycroft Walsh will supplement his duties as senior vicepresident by becoming a member of the executive committee; and H. Mansfield Horner, at present general manager of Pratt & Whitney Aircraft Div., has been named vicepresident in charge of manufacturing, in which position he will coordinate the activities of all divisions of United Aircraft. These men, together with J. F. Mc-Carthy, controller, and Mr. Rentschler, will henceforth function as an operating and policy committee.

DESCRIBED BY George H. Stone, acting director of the WMC and manager of the Bridgeport USES, as "one of the real spark plugs in this great task of obtaining the women to do the work that must be done on the home front," Mrs. Ingeborg Lorenze, women's personnel director of the C. R. and L. Co., was guest speaker on a WNAB program sponsored by the Work Will Win Committee. The Work Will Win Campaign Committee, of which Mr. Stone is chairman, has as its objective the recruiting of "at least 5,000" women for work in industry, public service and retail trade. Patriotic and civic organizations are behind the drive.



A GARMENT MAKING MANU-FACTORY was scheduled to open in Stony Creek early in August. The building housing the plant is well known as the Stony Creek Theater, formerly the playhouse of the Parish Players.



MALCOLM FARMER has resigned the position of vicepresident and general manager of the Phoenix Iron and Phoenix Bridge Companies in Pennsylvania to take over similar positions for Plastic Manufacturers, Inc. of Stamford. He was also elected to the board of directors. After graduating from Yale, Mr. Farmer spent a number of years in steel manufacturing in Pennsylvania, From 1918 to 1932 he was in charge of the steel division of the Stanley Works, New Britain. Before going to the Phoenix companies he was chairman of the Board of Athletic Control and director of athletics at Yale.



THE TERRYVILLE COMPANY has filed its papers of incorporation and will start business with a capital of \$50,000. Incorporators are Lucius F. Robinson, Jr., of Hartford, William W. Sisbower of West Hartford, and Stephen U. Zavoico of Avon. H. Lee Murphy, president of the Eagle Lock Co., is the president.

The new company will manufacture munitions, locks and machines in addition to various gasoline and oil devices.



THE "VICTORY REVUE," General Motors presentation written expressly for the company's war workers,

played to a New Departure audience in Bristol after its Connecticut debut in a Meriden theater. The revue, now on tour of General Motors plants throughout the country, has played to capacity houses whenever presented. Thoroughly patriotic in tone, it features a professional cast of talent including a chorus of Broadway dancers

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and singers. Music, drama and humor are packed between the pages of skits and sketches. Specialty vaudeville acts and a special film conclude the enter-

* * *

THE S. F. BOWSER CO. of Ft. Wayne, Ind., has offered to purchase the Eagle Lock Co., of Terryville. If the transaction carries through, it will involve approximately \$2,400,000. Bowser is the pioneer gasoline pump manufacturer of the United States. It also carries a broad line of important industrial products. At present it is engaged some 95 percent in the manufacture of war materials.

* * *

THE "HOWARD JOHNSON" restaurant on the Post Road near Indian Field Road, Greenwich, has been taken over by the Pitney-Bowes Postage Meter Co., of Stamford and will be used for war work. In granting permission for a war plant to be operated in this area, the Board of Appeals of the Greenwich Zoning Commission waived a regulation stipulating that employers may hire only four workers except for retail business in the sec-

tion. About 25 persons are to be employed by the plant. A representative of the company told the board that the new plant "would not be noisy," and that "traffic there would be no heavier than when the building was used as a restaurant."

* * *

THE MANUFACTURERS COM-MITTEE of the Connecticut War Council has just recently completed a check list of subjects for manufacturers to consider in planning for their postwar operation. The list, printed in booklet form, is expected to be mailed to manufacturers throughout the state during the early part of this month.

In a prefatory statement, Alfred C. Fuller, Chairman of the Manufacturers Committee, said: "Connecticut was a leader in peace, and is the largest per capita producer in war.

"In an attempt to enable our industry to achieve its proper place in the world of tomorrow, the Manufacturing Committee recommends a study of the following pertinent questions on postwar plans. Planning of this nature needs to be thorough and, since it is not a self-starter, requires initiative. Perhaps these questions will be a stimulating force".

The check lists includes more than sixty questions under ten sub-headings as follows: Production planning, Development of products, Employee and Personnel Policy, Purchase Policy, Financial Policy, Sales, Distribution, Advertising, Foreign Markets and Transportation. A few of the leading questions asked include—How long will it take to convert to peacetime production? How much will it cost? What changes in production layout should be made? What equipment should be

converted, scrapped or replaced? What new products will be made after the war? What old products should be revised? Questions on rehiring, returning, and providing new duties for former employees returning from the armed forces; what new materials may be purchased; whether cash reserves are being accumulated; what means may be taken to keep trade marks and brand names before consumers; are foreign contacts being maintained to secure up-to-date information on trade policies and practices of foreign governments, and is the traffic department constantly apprised of new developments and changes in the traffic



CONNECTICUT INDUSTRY will take a leading part in the State's Joint Safety Conference to be conducted in six metropolitan centers during the latter part of September.

One of three afternoon sessions, following a morning general meeting for all participants, will be devoted to technical subjects of interest to plant safety engineers, personnel directors, plant protection directors and other representatives of industry and labor.

The program for this session has been planned by the Manufacturers Committee of the Connecticut War Council and the Connecticut Advisory Committee to the National Committee for the Conservation of Manpower in War Industries.

The Joint Safety Conference, designed to give opportunity for discussion and planning to officials, organizations and individuals interested in general safety, is sponsored by the Federal Bureau of Investigation, the Connecticut Chiefs of Police Association and the Connecticut Highway Safety Commission.



POST WAR! New Products - no doubt; New Materials - no doubt

Neither is of any use without close coordination in manufacturing and financial, cost, materials, production and quality control. "Armistice casualties" will not include those

companies with efficient management, market-

ing, manufacturing, engineering, financial and accounting personnel.

These are integral parts of a successful wartime and peace-time organization.

For new personnel or replacements consult

SPECIALIZED PERSONNEL REGISTRY

R. H. Winslow, Director 36 Pearl Street, Hartford, Conn.

Win the war first!

M. P. MORAN, Associate Phone 2-5203 The separate assembly points of the Conferences, so arranged to conserve time and travel facilities, will be at Hartford—September 15th, Middletown—September 17th, New Haven—September 21st, Waterbury—September 24th, Bridgeport—September 28th, and Stamford—October 1st.

Notices of the Conferences, preliminary programs and reply mailing cards are being distributed to industrial establishments in the State by the Manufacturers Association of Connecticut.

Speakers of state-wide prominence will address the morning session. It is arranged for a general discussion of the State's safety situation. In addition to the Industrial session, the afternoon sessions devoted to selective and specific discussion, include a meeting for police, court, municipal and bus and truck industry executives, and a third session devoted to problems of farm, home and school safety.

EDITORIAL

(Continued from page 3)

We of industrial management have a two front compaign if we would overcome the present twilight danger to the nation's war effort. We should be super-salesmen to entice more women to take a job and thus do their patriotic duty whether they need the money or not. We should also be willing to fight for the retention of irreplaceable manpower that we may do our share in the required increased production of arms, even if we must present our case collectively to the White House. Let's not permit the overconfidence that ruined Hitler's chances for quick victory to rob us of the tools to win an early peace with justice for all.

The following list indicates the sources from which photographs requiring credit were gathered:

Cover—State Development Commission photo by Josef Scaylea

Page 6-OWI Photo by Palmer.

Page 8 (Bottom of page) Ewing Galloway.

Page 14 (Cyril Johnson) Bruce Lindsay, Hartford

PERSONNEL NOTES

MR. ARTHUR V. GEARY, Veterans' Employment Representative for Connecticut of the U. S. E. S. has written the Association that Connecticut manufacturers have been very cooperative in the placement of discharged and disabled veterans.

The Association and Mr. Geary will' be pleased to answer inquiries on the employment of Connecticut veterans.

The Veterans Employment Service Division of which Mr. Geary is the Connecticut representative has headquarters at 122 Washington Street, Hartford. All of the 18 Connecticut offices of the U.S.E.S. are also handling details of the program.



JUST A REMINDER to management that there are no more tool designers, draftsmen, tracers, checkers, and detailers unless they are lured from other war plants. "Pirating" is "out for duration" as there are labor stabilization agreements in practically every war producing area in the country.

Where will replacements come from? Mr. Executive, they are right in your own plant or are being graduated from high school or college. Who will train them? Your own plant force or such facilities as the Engineering Science and Management War Training program of the U. S. Office of Education and War Manpower Commission.



THE DIRECTORY OF federal training agencies, "A Blue Print For Training," is a "must" on the desks of top executives, production and personnel men, and training coordinators. If you have not received a copy, write Mr. H. A. Dewing, Division of Civilian War Services, at the Connecticut War Council, State Armory, Hartford.



AT A RECENT MEETING of the Manpower Committee of the Connecticut War Council, Chairman Herman W. Steinkraus, received the report of the sub-committee on absenteeism. The sub-committee felt that any means of curtailing this elusive problem constituted a worthwhile attempt.

The subcommittee on absenteeism made the following recommendations as attempts at elimination of the problem—

1. Nation-wide equalization of gasoline rationing. In the East, and particularly Connecticut, normal home to factory driving has been almost eliminated. Bus transportation is crowded and inadequate, causing fatigue, tardiness, and absenteeism.

2. Relaxing of dim-out regulations. Poor lighting in streets, particularly in winter months, increases accidents.

3. Preplacement examinations. In cases of remediable illnesses, such as severe tooth decay, applicant can be directed to get dental attention. Later absences will be forestalled. Examination also gives the company doctor an opportunity to know each incoming employee. Later absenteeism can be judged by the company records to see if condition was present at time of first employment.

4. Correction of difficult working conditions, poor lighting, and inadequate ventila-

 Re-examinations at periodic times after employment to detect incipient illnesses. Tuberculosis, stomach disorders, rundown and nervous conditions, due to overwork, can be arrested.

6. Dissemination of health education thru labor-management committees. This can be films, handbooks, bulletin boards, employee publications, and pamphlets.

7. Reduction of heavy work schedules. If absenteeism is particularly rife in a plant working 55 hours a week, a reduction to 50 or 48 hours may accomplish the same production results.

8. Petition the community to encourage changes in shopping hours. Much absenteeism is caused among women by their inability to shop during the day. Get the local Chamber of Commerce to urge the night opening of stores.

 Extend use of child care centers by publicizing their availability. A woman worker with excessive home responsibilities is not 100% on the job.

10. Make a safe practice an important part of the worker's day in the plant. If his work habits are safe habits, accidents will decrease. Safety planning should be an integral part of production planning.

11. Provide hot, nourishing meals at reasonable prices. Some larger plants employ a nutrition expert.

12. Make employee recreation a concern of management. Many large plants are now employing recreation coordinators. Encourage company outings, athletics and hobbies.

13. Don't overlook opportunity for employee to re-create himself with a paid vacation—however short.

14. Set up a system of interviewing absentees. Labor-management committees are doing excellent work along these lines, particularly with chronic absentees.

Clarence Wyman, Alfred C. Fuller, and James J. Clerkin comprised the subcommittee.

A resolution was passed urging the formation of local committees in war producing areas to encourage the night opening of stores. The Committee on Manpower felt this might be a corrective measure on absenteeism due to the workers' inability to shop, caused by long working hours.



By W. ADAM JOHNSON, Manager, Foreign Trade Dept., and Manager, Hartford Cooperative Office, Bureau of Foreign and Domestic Commerce

EDITOR'S NOTE: Below is a digest of an article in the Foreign Commerce Weekly by Thomas E. Lyons, Executive Secretary, Foreign Trade Zones Board.

"Just now the implements of American foreign trade and shipping are marshalled to help this country and its Allies win the world's greatest war. Merchant ships that normally carried peacetime cargoes are transporting men, munitions, food and materials to all the fighting fronts all over the world. This constantly growing fleet is bringing essential supplies for the war industries of the nation. Railroads, air transport facilities, international banking channels, cables, telegraphs and radio, all are among the many instruments of peacetime commerce that are backing up the hard-hitting United Nations' fighting forces.

For Trans-shipment Trade

"In the light of post-war requirements, it seems timely to appraise the provisions which Congress has made for handling that part of our foreign commerce generally referred to as trans-shipment, re-export and consignment trade.

"The first tariff law, enacted in 1789, contained a provision for the remitting of duties, or the so-called 'drawback' on foreign goods subsequently exported. Legislation providing for the customs bonded-warehouse system has been on the statute books for nearly 100 years. Although subsequent tariff acts have extended the privileges of the drawback and bonded-warehouse system, many importers still felt that the rigid restrictions for operating under these provisions presented little or no opportunity for the development of trans-shipment and reexport trade.

"To overcome these disadvantages, Congress in 1934 enacted a Foreign Trade Zone law, which had the unanimous support of all foreign traders, port interests, and Government agencies. The purpose of the statute is to

provide physical areas in ports of entry, fenced off from the ports themselves, at which ships may unload cargoes, or goods may be brought in and processed if necessary, without payment of duty pending reshipment of goods abroad or entry into the United States. It is only when goods are shipped out of the foreign-trade zone into domestic territory that they become subject to customs duties. Although this law was enacted more than eight years ago, only one locality, New York has taken advantage of its provisions. Recently, harbor officials at Houston, Texas and New Orleans, La., filed applications for the establishment of foreign-trade zones in their respective ports.

The Record Speaks

"Since the opening of the New York Foreign-Trade Zone in 1937, hundreds of thousands of cases of South American canned meats, \$50,000,000 worth of Sumatra tobacco, thousands of tons of Brazil nuts, entire shiploads of tungsten ore, Brazilian cotton, Mexican garbanzos, and many other commodities have been manipulated there. On many occasions, upward of 500 people have been engaged in the various zone operations have been conducted on a 24-hour basis.

Manifold Advantages

"Very often one is asked what advantages a foreign-trade zone possesses for handling foreign merchandise which is not ready or intended to be imported into the United States. The

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YOUR TOUGH PROBLEMS

WE KNOW

METHODS—PRODUCTION CONTROL—WORK SIMPLIFICATION LABOR CONVERSION—INCENTIVES—COSTS

We Can Get YOU Increased Production Through the Design of Simpler and Better Methods in ALL Phases of Your Operations

If you need help, we have adequate personnel. References on request.



MANAGEMENT ENGINEERS

STATLER BUILDING

BOSTON, MASSACHUSETTS

"Our 11th year of leadership"

following list sets out many of the advantages and economies which the foreign-trade zone offers to importers:

"1. There is no expense for bonds or customs inspectors when imports are stored or manipulated, whether dutiable or nondutiable.

"2. Buyers may examine and samples of merchandise may be withdrawn at any time.

"3. Imports may remain in storage with no time limit.

"4. Substandard foreign products are reconditioned before customs appraisal and liquidation. Goods not meeting standards of Government inspection agencies may be destroyed or reexported.

"5. Ships, lighters, railroads, motor trucks, or parcel post make direct delivery to or from zone, insuring efficient and frequent carrier service.

"6. Foreign products may be held on consignment for spot delivery without being subject to customs regulations

"7. Domestic products may be assembled, repacked or combined with foreign products for export. Drawback formalities are unnecessary.

"8. Imports arriving improperly marked are remarked to meet customs requirements, and heavy penalties are thus avoided.

"9. Imports under 'quota' restrictions may be received in any quantity in excess of quota and held without customs liquidation awaiting next quota period, thereby enabling owners to obtain loans on warehouse receipts.

"10. Alcoholic beverages and other liquids imported in bulk may be bottled, labeled, and packed prior to customs entry and without being subject to State or Federal licensing agencies.

"11. Inland importers may arrange to examine foreign merchandise here and save costly transportation expenses to interior points on defective merchandise that would be later returned. Examination prior to customs entry precludes the possibility of payment of duties on demand or unsalable merchandise.

"12. Importers may erect their own structures within the zone to perform manipulating operations adapted to their needs.

To Improve Efficiency

"Naturally, a merchant marine is essential for the development of any maritime nation, but international trade requires more than ships. Nations must be willing to exchange their

products freely for the goods of other countries. Traders must arrange these transactions to the advantage of each, country, and banking facilities must be provided to finance such trade.

"While the matter of international shipping policy will be determined by the Federal Government, there are steps that can be taken by our steamship operators and port authorities to improve the efficiency of our merchant marine for peacetime operations. Facilities must be provided in our ports to handle ships and cargo in the most efficient manner. Obsolete terminals, congestion, delays in unloading and loading ships, customs bonds, and formalities, all add to the total landed cost which foreign merchandise must pay.

Need to Plan Now

"If we are to employ our merchant marine in normal peacetime trade and in post-war reconstruction, we must plan now to provide our ports with facilities that will develop foreign commerce and furnish two-way cargoes for our surface vessels—yes, and aircraft, too.

"Amply equipped and efficiently operated foreign-trade zones in our major ports will serve as portals in opening up new fields of international trade and shipping."

CONNECTICUT AND THE SOCIAL SECURITY ACT

(Continued from page 12)

Treasury a total of \$378,200 during the first three quarters of the fiscal year ended June 30, 1943. It is yet too early to state with any degree of definiteness whether the new scheme will effectively remedy the shortcomings inherent in the old set-up.

Public Services

When it comes to the public service provisions of the Social Security Act, we find that, in the main, their impact on Connecticut has meant an extension and a strengthening of previously established activities rather than the inauguration of new ones. Such was the case with (1) child welfare, (2) maternal and child health, and (3) public health services, and (4) vocational rehabilitation. By contrast, the services for crippled children provisions necessitated the establishment of

a new division in the State Department of Health and the launching of an entirely new service program at a cost, over and above federal grants, of \$60,000 per year in state appropriations.

Conclusion

The operation of the federal measure is largely responsible for the establishment in Connecticut of at least four completely new programs: (1) unemployment compensation; (2) old age assistance; (3) aid to needy blind; (4) services to crippled children.

In addition, the following five previously established state measures were strengthened and extended with the assistance of federal grants, and altered somewhat under federal direction and control: (1) aid to dependent children; (2) child welfare, (3) public health, (4) maternal and child health services; and (5) vocational rehabilitation.

The foregoing survey definitely establishes the fact in the short space of eight years, the slow-evolving, traditional welfare system of Connecticut experienced major alterations under the impact of the Social Security Act.

WAGES AND WORRIES

(Continued from page 9)

sheets, together with one copy for each of the Form 10 pages. With this form should be included an intelligible letter explaining an employer's particular problem and the basis upon which he

requests approval.

Few employers have received special consideration by personally appearing before the administrative staff of the War Labor Board, and many have complained of the "brush-off" treatment which they have received. Perhaps the only solution is for an employer to first consider carefully his own problem and its merit under present standards, then complete the report form accurately and concisely, and submit it without expecting immediate action. The process is lengthy and the pitfalls are many, but a reply may be forthcoming before its effect is too late. The outlook is not bright and wage headaches will increase, but whether the clamor for increasing wages to meet the rising tide of inflation will be effective, only the future knows. Meanwhile, employers whose labor supply is being choked off because of inadequate wage scales can only fret, fume and worry, and hope that relief will come soon.

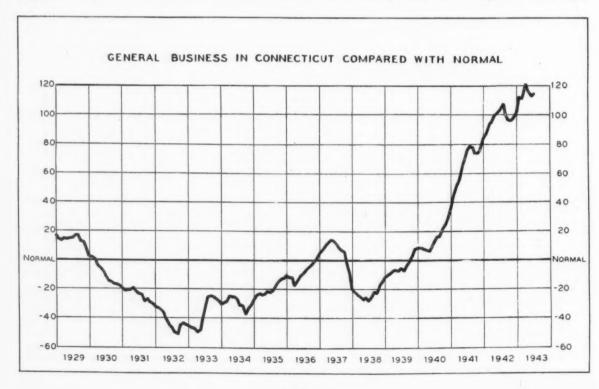
BUSINESS PATTERN

HE index of general business activity in Connecticut rose to an esimated 115.4% above normal in July but was still 4% below the April peak. At an estimated 41.5% above normal, the United States index reached a new all-time high in July.

The index of manufacturing employment in Connecticut rose in July to an estimated 103.4% above normal. Employment gains elsewhere in the State were sufficient to offset losses of almost 900 workers in the Bridgeport and New Britain areas. Employment gains in the Bridgeport area have been slowed somewhat both by cutbacks in war work and shrinkage in labor sources. Hardest hit in this vicinity are a machine tool and a munitions plant together employing approxi-mately 20,000. The demand for machine tools, the first and most badly needed item as we entered the war, has been pretty much filled. This has necessitated layoffs and conversion to the manufacture of naval ordnance supplies at this plant rather than machine tools in order to maintain employment activity near recent peak levels. Production cutbacks have closed two departments in the munitions plant mentioned. Union officials state that workers are being urged to seek employment elsewhere and are being offered the opportunity of transfers to other plants operated by this Company in various parts of the country. The surplus of workers in Danbury which has been a feeder for establishments in the Bridgeport area has been depleted and pooled interviews from out-of-town employers have been discontinued. New York City, heretofore a principal labor source for Connecticut plants, has been successful in recent attempts to obtain new industries and contracts. Consequently the number of its registered unemployed which was put at 257,000 on December 1, 1942 has fallen in less than nine months to 50,000. Throughout Connecticut in general a severe pinch is beginning to be felt in the supply of laborers and workers for the heavy

operations of the metal industries where, even if available, women could not replace men. Since these operations frequently occur at the beginning of the raw-material-to-finished-product cycle, production schedules have had to be revised to take into account this shortage.

The index of manhours worked in Connecticut factories rose to an estimated 171.0% above normal in July. The increase over June amounted to slightly more than 2% which is considerable in view of vacations and the Independence Day holiday. A series of troublesome work interruptions occurred in July. They were principally of one or two days duration and affected small groups of workers. The unfortunate circumstance of these stoppages was that work operations were so affected that in one instance 2,200 workers on two shifts were sent home. Most recent figures show that in May male weekly earnings in Connecticut plants were \$57.02 for a 49.9 hour week compared with a United



States average of \$51.02 for 46.2 hours. Connecticut female employees received average weekly earnings of \$35.98 for a 43.8 hour week as against the national average of \$28.75 for 41.1 hours. Male average hourly earnings in Connecticut adjusted to a 40 hour base were \$1.039 compared with \$1.029 for the United States average. A greater spread appeared for average adjusted female hourly earnings in Connecticut compared with the country as a whole, the figure being \$.787 as against \$.689, for the United States average.

The index of freight shipments originating in eight Connecticut cities rose in July to 53.4% above normal. The volume of tonnage loaded at these stations during the last three months has remained almost constant but, nevertheless, is some 6% under the average for the period from January through April.

The index of construction work in progress in July was estimated at 26.7% below normal. Present indications are that non-residential construction was near an all-time low in July.

There were reports of very few projects begun and these scant few involved the simplest sort of alteration or addition. On the other hand July showed a large volume of residential construction. An \$800,000 housing project was begun in Bridgeport and work was started on three other projects located in housing shortage areas and involving \$100,000 or more.

Figures which have just been released for the period June, 1940 through March, 1943 show that in the matter of supply and facilities contracts placed by the Army, Navy, Maritime Commission, etc., Connecticut continues to hold first rank among all the States on a per capita basis. The Connecticut per capita figure of \$2,937 is almost three times the United States average and 32% higher than the second ranking State. Contracts awarded in Connecticut total just over \$5 billion and place this State in eighth place on the basis of volume.

The Bureau of Labor Statistics has just issued a study on the relative severity of post-war demobilization by States. The term "demobilization" was taken to include those industrial workers in each state who will lose their jobs as war production is curtailed as well as those individuals released from service with the armed forces. The estimates assume the end of war in Europe and Asia by December 1944; that an armed force of 2,500,000 will be maintained; that war production will be curtailed rapidly to the level of post-war defense requirements; and that industrial reconversion and expansion to high levels of civilian production will occur as rapidly as possible, with no delays caused by financial difficulties or uncertainty of markets. The study revealed that for the United States, demobilized persons would be 32.3% of 1940 employment. The figure for Connecticut was 48.7%second only to Michigan. It may be concluded that the severity of the problem will depend chiefly on the expansion of the industrial base during the war, and its magnitude is, if anything, understated by the assumption of speedy and complete reconversion at the end of the war.

ACCOUNTING HINTS

(Contributed by Hartford Chapter, National Association of Cost Accountants)

TITH the end of the calendar vear 1943 new tasks will be imposed on employers in connection with the administration of the Current Tax Payment Act of 1943. One of these tasks will consist of furnishing each employee with a written statement on form W-2, showing wages paid during the calendar year and the amount of tax withheld on such wages, unless the employee terminated his employment before the end of the year (in which case the statement will have been given to him at the termination date). These statements will show as one amount the taxes withheld for Victory Taxes which was effective up to June 30, 1943 and for withholding taxes after that date. These statements will replace the information return on form 1099, formerly required, and are to be given to employees by January 31, 1944. However, form 1099 still will be used for items other than wage payments, such as dividends, royalties, and the like.

In addition, the employer is required by January 31, 1944, to submit to the Collector of Internal Revenue copies of each form W-2, issued for 1943 wages and taxes, and of each form V-2, issued for Victory Taxes withheld, to employees terminating before July 1, 1943. The total taxes withheld as shown by the individual statements is to be reconciled with the taxes shown by the quarterly returns on forms V-1 and W-1, filed for the year. This reconciliation is to be made on form W-3. Thus, it will be necessary to prove that the tax withheld from employees as shown by statements furnished to them, agrees with the taxes paid over to the government on the quarterly returns filed for the year. Due to the short time available after the close of the year for this task employers are setting up means of reconciling each quarter's withholding as reported to the government with the detailed records of amounts withheld from each employee so that a good part of this reconciliation process can be completed during the year rather than attempting to do the whole job at the end of the year.

* * *

The effect of renegotiation of war contracts on state income tax returns has been a subject of considerable interest. In some states changes in their laws were necessary to provide relief from inequitable taxation, and in other states the matter has been covered by statements of policy and rulings based on existing law. These developments are of particular importance in situations where returns had to be filed without adjustment for renegotiation, which in many cases was completed long after the time returns were due.

HARTFORD CHAPTER N. A. C. A. will start its 1943-1944 program of monthly meetings on Tuesday, September 21, 1943, at the Elm Tree Inn, Farmington, Connecticut. A topic of current interest will be discussed.

IT'S MADE IN CONNECTICUT

Ed. NOTE. This department, giving a partial list of products manufactured in Connecticut by company, seeks to facilitate contacts between prospective purchasers in domestic or foreign markets and producers. It includes only those listings ordered by Connecticut producers. Interested buyers may secure further information by writing this department.

(Advertisement)

		(Martingement)
Accounting Forms The Baker Goodyear Co New Haven	Bathroom Accessories The Autoyre Company Oakville	Bricks-Fire Howard Company New Haven
Accounting Machines Underwood Elliott Fisher Co Hartford	The Charles Parker Co Meriden Bath Tubs	Broaching The Hartford Special Machinery Co Hartford
Adding Machines	Dextone Company New Haven	Brooms-Brushes The Fuller Brush Co Hartford
Underwood Elliott Fisher Co Hartford Advertising Printing	New Departure Div of General Motors (ball) Bristol	Buckles The Hatheway Mfg Co (Dee Rings)
The Case Lockwood & Brainard Co Hartford Advertising Specialties	The Fafnir Bearing Co (ball) New Britain Norma-Hoffmann Bearings Corp (ball and roller) Stamford	. Rridgenort
The H C Cook Co 32 Beaver St Ansonia Scovill Manufacturing Co (Made to Order)	Bevin Brothers Mfg Co East Hampton	The Hawie Mfg Co The G E Prentice Mfg Co John M Russell Mfg Co Ine Naugatuck
The Waterbury Button Co Waterbury Waterbury	The Gong Bell Mfg Co Sargent and Co East Hampton New Haven	B Schwanda & Sons Staffordville The Patent Button Co Waterbury The Waterbury Button Co Waterbury
Aero Webbing Products Russell Mfg Co Middletown	The N N Hill Brass Co East Hampton	Buffing & Pollshing Compositions Apothecaries Hall Co Waterbury
Air Compressors The Spencer Turbine Co Hartford	Hartford Belting Co The Russell Mfg Co The Thames Belting Co Norwich	Lea Mfg Co Waterbury
Aircraft Accessories Warren McArthur Corp (Airplane Seating)	Benches The Charles Parker Co (piano) Meriden	The Williamsville Buff Mfg Co Danielson Buttons
Bantam Aircraft—Repair & Overhaul	American Tube Bending Co Inc New Haven	B Schwanda & Sons The Patent Button Co Colt's Patent Fire Arms Mfg Co Hartford
United Airports Div United Aircraft Corp Rentschler Field East Hartford	New Departure Div General Motors Corp	Scovill Manufacturing Co (uniform and tack fastened) Waterbury
Aircraft Tubes American Tube Bending Co Inc New Haven	Bicycle Sundries New Departure Div General Motors Corp	The Waterbury Button Co Waterbury Cabinets
Alrplanes Chance-Vought Aircraft, Div United Air-	Binders Board Bristol	The Charles Parker Co (medicine) Meriden
craft Corp Stratford	Colonial Board Company Manchester Biological Products	The Wiremold Co (electric, non-metallic Sheathed) Hartford
Newton-New Haven Co 688 Third Avenue West Haven	Ernst Bischoff Company Inc Ivoryton Blades Capanyall Manufacturing Company Metal Saw	The Hartford Special Machinery Co Hartford
Scovill Manufacturing Co (small) Waterbury	Capewell Manufacturing Company, Metal Saw Division, (hack saw and band saw) Hartford Blocks	F B Skiff Inc Carpets and Rugs Hartford
Aluminum Goods Scovill Manufacturing Co (To Order) Waterbury	Howard Company (cupola fire clay) New Haven Blower Fans	Bigelow-Sanford Carpet Co Thompsonville Carpet Lining
The Waterbury Button Co Waterbury Aluminum—Sheets & Colls	The Spencer Turbine Co Colonial Blower Company Blower Systems Hartford	Palmer Brothers Co New London Casters—Industrial
United Smelting & Aluminum Co Inc New Haven	Colonial Blower Company Hartford	George P Clark Co Castings Windsor Locks
Remington Arms Co Inc Bridgeport	The Bigelow Co Petroleum Heat & Power Co (domestic only)	The Charles Parker Co (gray iron) Meriden The Bradley & Hubbard Mfg Co (grey iron, brass, bronze, aluminum) Meriden
The Permatex Fabrics Corp Zapon Div, Atlas Powder Co Stamford	Bolts and Nuts Clark Brothers Bolt Co The O K Tool Co Inc (T-Slot) Stamford Milldale	The Gillette-Vibber Co (grey iron, brass, bronze, aluminum, also Bronze Bushing Stock) New London
Rocklestos Products Corp (insulated wire, cable and cords) New Haven	33 Hull St Shelton The Blake & Johnson Co (nuts, machine screw- bolts, stove) Waterville	The Sessions Foundry Co (gray iron) Bristol John M Russell Mfg Inc (brass, bronze and aluminum) Naugatuck
The Raybestos Div of Raybestos-Manhattan Inc (brake lining, clutch facings, sheet packing and wick) Bridgeport	Box Board The Lydall & Foulds Paper Co Manchester	Malleable Iron Fittings Co (malleable iron and steel) Branford McLagon Foundry Co (gray iron) New Haven
The Greist Manufacturing Co New Haven	National Folding Box Co New Haven Pulp & Board Co Robertson Paper Box Co New Haven Montville	Newton-New Haven Co (zinc and aluminum) 688 Third Ave West Haven
The Wallace Barnes Co Div, Associated Spring Corp Bristol	Boxes—Paper—Folding Atlantic Carton Corp Norwich	Philbrick-Booth & Spencer Inc (grey iron) Hartford
The Wiremold Company Hartford	S Curtis & Son Inc M S Dowd Carton Co Hartford	Scovill Manfacturing Co (brass and bronze) Waterbury
Automatic Control Instruments The Bristol Co (temperature, pressure, flow, humidity, time) Waterbury	National Folding Box Co (paper folding) New Haven The Warner Brothers Company Bridgeport	Union Mfg Co (gray iron) New Britain Wilcox Crittenden & Co Inc (gray iron and brass) Middletown
humidity, time) Waterbury Automobile Accessories The Rostand Mfg Co (windshields, seats, and	The New Haven Pulp & Board Co New Haven Robertson Paper Box Co Montville	Castings—Permanent Mould The Bradley & Hubbard Mfg Co (zinc and
body hardware) Milford The Raybestos Div of Raybestos-Manhattan	Brake Linings Colt's Patent Fire Arms Mfg Co Hartford	Centrifugal Blower Wheels
Inc (brake lining, rivets brass, clutch fac- ings, packing) Bridgeport	The Rayhestos Div of Raybestos-Manhattan Inc (automotive and industrial) Bridgeport The Russell Mfg Co Middletown	The Torrington Manufacturing Co Torrington
Automotive Friction Fabrics The Russell Mfg Co Middletown	The Russell Mfg Co Middletown Brass and Bronze The American Brass Co (sheet, wire rods,	John M Russell Mfg Co Inc Naugatuck Chain—Welded and Weldless
Automotive & Service Station Equipment Scovill Manufacturing Co (Canned Oil Dis-	tubes) Waterbury The Bristol Brass Corp (sheet, wire, rods)	Bridgeport Chain & Mfg Co Bridgeport Chains—Bead
pensers) Waterbury The Raybestos Div of Raybestos-Manhattan Inc (brake service machinery) Bridgeport	The Miller Company (phosphor bronze and	The Bead Chain Mfg Co Bridgeport Chemicals
Bakelite Moldings The Waterbury Button Co Waterbury	brass in sheets, strips, rolls) The Thinsheet Metals Co (sheets and rolls) Waterbury	Apothecaries Hall Co Waterbury MacDermid Incorporated Waterbury American Cyanamid & Chemical Corp Waterbury
The Abbott Ball Co (steel bearing and burnish-	Sargent and Company New Haven Scovill Manufacturing Co (To Order)	Chromium Plating Chromium Corp of American Waterbury
The Hartford Steel Ball Co (steel bearing and burnishing, brass, bronze, monel, stainless,	Brass Mill Products	The Chromium Process Company Derby Chucks & Face Plate Jaws
aluminum) Hartford	Bridgeport Brass Co Bridgeport Scovill Manufacturing Co Waterbury Brass Stencils—Interchangeable	Union Mfg Co New Britain Clamps—Wood Workers
The Abbott Ball Co (burnishing and tumbling) Hartford The Hartford Steel Ball Co (tumbling)	The Fletcher Terry Co Box 415, Forestville Brick-Building	Sargent and Company New Haven Clay Howard Company (Fire Howard "B" and High
Hartford Steel Ball Co (tumbling)	The Donnelly Brick Co New Britain	Temperature Dry) New Haven

≣IT'S MADE IN CONNECTICUT **≡**

MacDermid Incorporated Waterbury	Electric Cords Rockbestos Products Corp (asbestos insulated)	Furnace Linings The Mullite Refractories Co Shelton
The Russell Mfg Co Middletown	Electric Eye Control United Cinephone Corporation Torrington	The Gilman Brothers Company Gilman
The Carlyle Johnson Mach Co (Johnson Ex-	Electric—Commutators & Segments The Cameron Elec Mfg Co (rewinding motors)	Fuses Colt's Patent Fire Arms Mfg Co Hartford Galvanizing & Electric Plating
panding Ring; Multiple Disc Maxitorq) Manchester The Raybestos Div of Raybestos-Manhattan	Rockbestos Products Corp (asbestos insulated)	The Gillette-Vibber Co. New London Galvanizing
Inc (clutch facings-molded, woven, fabric, metallic) Bridgeport	Rockbestos Products Corp (asbestos insulated)	Malleable Iron Fittings Co Wilcox Crittenden & Co Inc Gaskets Branford Middletown
Palmer Brothers Co New London Cones	Electric Panel Boards New Haven	The Raybestos Div of Raybestos Manhattan Inc Bridgeport
Sonoco Products Co (Climax-Lowell Div) (Paper) Mystic	The Plainville Electrical Products Co Plainville Electric Wire Rockbestos Products Corp (asbestos insulated)	The Bristol Co (pressure and vacuum—re- cording automatic control) Waterbury
Consulting Engineers The Stanley P Rockwell Co Inc (Consulting) 296 Homestead Ave Hartford	The Whitney Blake Co (Graybar Elec Co Ex-	Gears—Reverse & Reduction for Motor Boats The Snow-Nabstedt Gear Corp. New Haven
Contract Machining Malleable Iron Fittings Company Branford	clusive Distributors) Hamden Electrical Control Apparatus The Trumbull Electric Mfg Co Plainville	The Hartford Special Machinery Co General Plating Hartford
Contract Manufacturers The Greist Mfg Co (metal parts and assemblies)	Electrical Control Equipment Colt's Patent Fire Arms Mfg Co Hartford	The Chromium Process Co (copper, nickel, chromium and cadmium plating) Derby
503 Blake St Copper New Haven The American Brass Co (sheet, wire, rods,	The Bristol Co Electrical Goods Waterbury	Glass Coffee Makers The Silex Co Glass Cutters The Silex Co
tubes) The Bristol Brass Corp (sheet) Waterbury Bristol	A C Gilbert Co Colt's Patent Fire Arms Mfg Co New Haven Hartford	The Fletcher Terry Co Box 415, Forestville Golf Equipment
Scovill Manufacturing Co (pipe and service tubing) Waterbury The Thinsheet Metals Co (sheets and rolls)	Colt's Patent Fire Arms Mfg Co Electrotypes Hartford	The Horton Mfg Co (clubs, shafts, balls, bags) Bristol
Copper Sheets Waterbury The New Haven Copper Co Seymour	W T Barnum & Co Inc (all classes) Elevators New Haven	American Crucible Co Shelton Greeting Cards
Copper Shingles The New Haven Copper Co Seymour	The Eastern Machinery Co (passenger and freight) New Haven	A D Steinbach & Sons Inc New Haven Orlnding
Copper Water Tube Bridgeport Brass Co Bridgeport	General Elevator Service Co Inc (freight, passenger and residence) Hartford Embalming Chemicals	The Centerless Grinding Co Inc (Precision custom grinding; centerless, cylindrical, surface, internal, and special)
Sonoco Products Co (Climax-Lowell Div) Mystic	The Embalmers' Supply Co Engines Westport	19 Staples Street Bridgeport The Hartford Special Machinery Co (gears,
Corrugated Box Manufacturers The Danbury Square Box Co Danbury	Wolverine Motor Works Inc (diesel stationary marine) Pratt & Whitney Aircraft Div United Aircraft	threads, cams and splines) Hardware Sargent and Co New Haven
D I. & D Container Corp 87 Shelton Ave	Corp (aircraft) Envelopes East Hartford	Wilcox Crittenden & Co Inc (marine heavy and industrial) Middletown
Connecticut Corrugated Box Div Robert Gair Co Inc Cosmetics Portland	Plimpton Mfg Co Div U S Envelope Co Hartford Curtis 1000 Inc Hartford	Hardware—Trailer Cabinet The Excelsion Hardware Co Hardware, Trunk & Luggage
Northam Warren Corporation Stamford The J B Williams Co Glastonbury	The Walton Co 94 Allyn St Hartford	J H Sessions & Son Bristol
Cotton Batting & Jute Batting Palmer Brothers New London	Eyelets The Platt Bros & Co P O Box 1030 Waterbury Scovill Manufacturing Co Waterbury	Doran Brothers Inc Danbury Headers The E J Manville Machine Co Waterbury
The Floyd Cranska Co Moosup	The Waterbury Button Co Waterbury Fasteners-Slide & Snap	The A F Holden Co
Veeder-Root Inc Hartford	The G E Prentice Mfg Co Sargent and Co Scovill Manufacturing Co (snap) New Britain New Haven Waterbury	200 Winchester St New Haven The Bennett Metal Treating Co 1045 New Britain Ave Elmwood
The Dextone Co Cutters New Haven	FELT-All Purposes American Felt Co (Mills & Cutting Plant)	The Stanley P Rockwell Co Inc 296 Homestead Ave Hartford
The Standard Machinery Co (rotary board, single and duplex) Mystic The O K Tool Co Inc (inserted tooth milling)	The Waterbury Button Co Waterbury	The Driscoll Wire Company Heat-Treating Equipment The Autoyre Company Shelton Oakville
33 Hull St Shelton Delayed Action Mechanisms	The C H Norton Co North Westchester Finger Nail Clippers	The A F Holden Co 200 Winchester St New Haven The Stanley P Rockwell Co Inc (commercial)
M H Rhodes Inc Dictating Machines Printed to the Control of the C	The H C Cook Co 32 Beaver St Ansonia	296 Homestead Ave Hartford The Wallace Barnes Co Div Associated Spring
Dictaphone Corporation The Soundscriber Corporation Die Castings Bridgeport New Haven	Colt's Patent Fire Arms Mfg Co Remington Arms Co Inc Fire Hose Hartford Bridgeport	Corp Bristol Heating Apparatus
Newton-New Haven Co Inc 688 Third Ave	Fabrics Fire Hose Co (municipal and industrial) Fireplace Goods Sandy Hook	The Miller Company (domestic oil burners and heating devices) Crane Company Meriden Bridgeport
The Hoggson & Pettis Mfg Co 141 Brewery St New Haven	The John P Smith Co (screens) 423-33 Chapel St New Haven	Highway Guard Rail Hardware Malleable Iron Fittings Co Branford
Die-Heads-Self-Opening The Eastern Machine Screw Corp Truman &	The Rostand Mfg Co Fireproof Floor Joists The Dextone Co New Haven	Sargent and Company New Haven Homer D Bronson Company Beacon Falls
Barclay Sts The Geometric Tool Co Dish Washing Machines New Haven New Haven	Fishing Equipment The Horton Mfg Co (reels, rods, lines) Bristol	Homer D Bronson Company Hoists and Trolleys Union Mfg Company New Britain
Colt's Patent Fire Arms Mfg Co Hartford Draperles	The Bevin-Wilcox Line Co East Hampton	The Allen Manufacturing Co. Hartford
Palmer Brothers Co New London Drop Forgings	The H C Cook Co 32 Beaver St Ansonia	Hose Supporter Trimmings The Hawie Mfg Co (So-Lo Grip Tabs) Hot Water Heaters Bridgeport
Wilcox Crittenden & Co Inc The Blakeslee Forging Co Atwater Mfg Co Middletown Plantsville Plantsville	Flashlight Cases Scovill Manufacturing Co (metal) Waterbury Fluorescent Lighting Equipment	Petroleum Heat & Power Co (Instantaneous domestic oil burner) Stamford
Capewell Mfg Company Hartford Dowel Pina	The Wiremold Company Hartford	Zapon Div Atlas Powder Co Stamford
The Allen Manufacturing Co. Hartford Edged Tools	Clark Brothers Bolt Co Milidale Heppenstall Co (all kinds and shapes)	American Cyanamid & Chemical Corp Waterbury
The Collins Co (axes and other edged tools) Elastic Webbing Collinsville	Bridgeport Scovill Manufacturing Co (non-ferrous) Waterbury	The Kerite Insulated Wire & Cable Co Inc
The Russell Mfg Co Middletown Electric Appliances The Silex Co 80 Pliny St Hartford	Union Mfg. Co (gray iron) New Britain	The Whitney Blake Co (Graybar Elec Co Ex
The Silex Co 80 Pliny St Hartford Electric Cables Rockbestos Products Corp (asbestos insulated)	wilcox Crittenden & Co Inc (iron, brass, alumi- num and bronze) The Sessions Foundry Co (iron) Bristol	clusive Distributors) Insulation The Gilman Brothers Co Gilman
New Haven Electrical Conduit Fittings & Grounding	The John P Smith Co 423-33 Chapel St	The Mullite Refractories Co Shelton
Specialties The Gillette-Vibber Company New London	New Haven Rolock Inc (brass, galvanized, steel) Southport	J H Sessions & Son Brists

IT'S MADE IN CONNECTICUT

Jointing	Microfilming
The Raybestos Div of Raybestos-Manhattan Inc (compressed sheet) Key Blanks (Advt.)	Microstat Corp of New England Inc Newark H Milk Bottle Carriers The John P Smith Co 323-33 Chapel St
Sargent and Company New Haven	Millboard New Haven T
The Graham Mfg Co Derby	The Raybestos Div of Raybestos-Manhattan Inc (asbestos) Bridgeport
Lacquers & Synthetic Enamels Zapon Div Atlas Powder Co Stamford	Wilcox Crittenden & Co Inc Middletown
Ladders	Moulded Plastic Products The Patent Button Co Waterbury T
A W Flint Co 196 Chapel St New Haven Lamps The Rostand Mfg Company (brass, colonial style & brass candlesticks) Milford	Colt's Patent Fire Arms Mfg Co Hartford The Watertown Mfg Co 117 Echo Lake Road Watertown
Leather Herman Roser & Sons Inc (Genuine Pigskin)	The Hoggson & Pettis Mfg Co (steel) 141
Glastonbury Leather Goods Trimmings The G E Prentice Mfg Co New Britain	Brewery St The Sessions Foundry Co. (heat resisting for non ferrous metals) Bristol
Letterheads Lehman Brothers Inc (designers, engravers, lithographers) New Haven	Nickel Anodes Apothecaries Hall Co The Seymour Mfg Co Seymour
Lighting Equipment	Nickel Silver
The Miller Co (Miller, Duplexalite, Ivanhoe) Meriden	The Seymour Mfg Co Nuts Bolts and Washers T
The Waterbury Button Co Waterbury Locks	Office Equipment
Sargent and Company New Haven Locks—Cabinet	Underwood Elliott Fisher Co Oil Burners The Silent Clear Oil Burners
The Excelsior Hardware Co Stamford Locks—Sult-case and Trimmings	1477 Park St Hartford
The Excelsior Hardware Co Stamford Locks—Trunk	mercial and industrial) Stamford
The Excelsior Hardware Co Stamford Locks-Zipper	The Miller Company (domestic) Meriden Oil Burner Wick
The Excelsior Hardware Co Stamford	The Raybestos Div of Raybestos-Manhattan Inc Bridgeport T
Loom-Non-Metallic The Wiremold Company Hartford	The Raybestos Div of Raybestos-Manhattan
The Hartford Special Machinery Co (contract work only)	Inc (rubber sheet and automotive) T Bridgeport T Paints and Enamels
The Torrington Manufacturing Co (special rolling mill machinery) Torrington	The Tredennick Paint Mfg Co Meriden Paperboard
Machinery The Hallden Machine Company (mill)	Connecticut Corrugated Box Div Robert Gair
Thomaston The Torrington Manufacturing Co. (mill) Torrington	The New Haven Pulp & Board Co New Haven Paper Boxes
The Standard Machinery Co (hookbinders)	National Folding Box Co (folding) New Haven The New Haven Pulp & Board Co New Haven Robertson Paper Box Co (folding) Montville
Machinery Dealers & Rebuilders	The Strouse, Adler Co New Haven
Botwinik Brothers New Haven Machinery Dealers Inc New Haven J L Lucas and Son Fairfield	The Warner Brothers Company Bridgeport
Machines Andrew C Campbell Div American Chain &	The H C Cook Co (steel) 32 Beaver St Ansonia Paper Tubes and Cores
Cable Co Inc (cutting & nibbling) Bridgeport The Patent Button Company Waterbury	Sonoco Products Co (Climax-Lowell Div) Mystic Parallel Tubes
Machines—Automatic The A H Nilson Mach Co (Special) Bridgeport	Sonoco Products Co (Climax-Lowell Div) Mystic
Machines—Forming The A H Nilson Mach Co (four-slide wire	Pharmaceutical Specialties Ernst Bischoff Company Inc Ivoryton
and ribbon stock) Bridgeport Marine Equipment	The Seymour Mfg Co Seymour
The Rostand Mfg Co (portlights, deck, cabin and sailhoat hardware) Milford	The Bristol Brass Corp (sheet) Bristol The Miller Company (sheets, strips, rolls)
Wilcox Crittenden & Co Inc Middletown Marking Devices	The American Brass Co (brass and copper)
The Hoggson & Pettis Mfg Co New Haven Matrices	Howard Co (cement well and chimney)
W T Barnum & Co Inc Mattresses Palmer Brothers Co New Haven New London	Crane Company (fabricated) New Haven Bridgeport
Waterbury Mattress Co Waterbury	Bridgeport Brass Co (brass & copper) Bridgeport
Mechanical Assemblies—Small M H Rhodes Inc. Hartford	Scovill Manufacturing Co (copper, red brass and yellow brass) Waterbury
Apothecaries Hall Co Waterbury	Malleable Iron Fittings Co Branford
Metal Cleaning Machines Colt's Patent Fire Arms Mfg Co Hartford	Extruded Plastics Inc Norwalk
Metal Goods Bridgeport Brass Co (to order) Bridgeport	The Patent Button Co Waterbury
Metal Novelties The H C Cook Co 32 Beaver St Ansonia	The Plainville Electro Plating Co Plainville Platers—Chrome
The Waterbury Button Co Waterbury Metal Products—Stampings	The Plainville Flectro Plating Co The Hartford Chrome Corporation Hartford
J H Sessions & Son Bristol Scovill Manufacturing Co (Made to Order)	MacDermid Incorporated Waterbury
The Excelsior Hardware Co The G E Prentice Mfg Co Waterbury Stamford New Britain	Bridgeport Brass Co Scovill Manufacturing Co Waterbury
Metal Stampings	Plumbing Specialties John M Russell Mfg Co Inc Pole Line Naugatuck
The Autoyre Co (small) Oakville	
The Autoyre Co (small) The Patent Button Co The Excelsior Hardware Co Stamford	Malleable Iron Fittings Co Branford
The Autoyre Co (small) Oakville The Patent Button Co Waterbury	

Propellers—Aircraft
Hamilton Standard Propellers Div United Aircraft Corp East Hartford
Propeller Fan Blades
The Torrington Manufacturing Co Torrington Punches
The Hoggson & Pettis Mfg Co (ticket & cloth)
141 Brewery St New Haven 141 Brewry St
Putty Softeners-Electrical
Putty Softeners-Electrical
The Fletcher Terry Co
Pyrometers
The Bristol Co (recording and controlling)
Waterbury Radiation-Finned Copper
The G & O Manufacturing Company
New Haven Railroad Equipment
The Rostand Mfg Co (baggage racks and mirrors for passenger cars) Milford
Rayon Yarns
The Hartford Rayon Corp Rocky Hill Reamers
The O K Tool Co Inc (inserted tooth)
33 Hull St
Shelton Recorders The Bristol Co (automatic controllers, tem-perature, pressure, flow, humidity) Waterbury Refractories Howard Company
Resistance Wire
The C O Jelliff Mig Co (Nickel chromium, kanthal)
Southport Retainers
The Hartford Steel Ball Co (bicycle & automotive)

Page 20 Con Modes

Hartford Reverse Gear-Marine The Carlyle Johnson Mach Co Manchester Riveting Machines
The Grant Mig & Machine Co Bridgeport
The Raybestos Div of Raybestos-Manhattan Inc (brake service equipment,
Rivets
The Connecticut Manufacturing Company
Waterbury
Mildale The Connections

Clark Brothers Bolt Co

The Blake & Johnson Co (brass, copper and non-ferrous)

J H Sessions & Son

The Raybestos Div of Raybestos-Manhattan Inc (tron)

Wateroury

Milldale

Bristol

Bristol

Bridgeport

Manhattan Inc (acopper)

The Raybestos Div of Raybestos-Manhattan

Bridgeport

Bridgeport Inc (iron)

Rods

The Bristol Brass Corp (brass and bronze)

Bristol Roof Coatings & Cements Stratford Roofing—Built Up Tilo Roofing Co Inc

Rubber Chemicals
The Stamford Rubber Supply Co
Vulcanized Vexetable Oila)

Rubberlzed Fabrics
The Duro-Gloss Rubber Co
Rubber Footwear
The Goodyear Rubber Prod Inc (Keds, Kedettes,
Gaytees, U S Royal Footwear)
Naugatuck
Rubbish Burners
The John P Smith Co 423-33 Chapel St
New Haven The Ensign-Bickford Co (mining & detonating)
Saw Blades
The Capewell Mfg Co (Hack Saw)

New Haven

detonating)
Simsbury
Saw, Band
Hartford Saws, Band, Metal Cutting
Atlantic Saw Mig Co New Haven Saws, Band, Metal Cutting
New Haven
Scales-Industrial Dial
The Kron Company
Scissors
The Acme Shear Company
Screw Machine Products
The Apex Tool Co Inc
The Connecticut Manufacturing Company
Waterbury
Corbin Screw Div, American Hardware Corp
The Blake & Johnson Co
The Centerless Grinding Co Inc (Heat treated and ground type only)
19 Staples Street
The Eastern Machine Screw Corp
Truman & Barclay St
The Humason Mfg Co
The Greist Mfg Co (Up to 1½ capacity)
Scovill Manufacturing Co
Waterbury
New Haven
Forestville
Scovill Manufacturing Co
Waterbury
New Haven
Forestville
Gdvt.) (Advt.)

IT'S MADE IN CONNECTICUT

Screws The Blake & Johnson Co (machine) Waterville Corbin Screw Div, American Hardware Corp	1
New Britain	
The Charles Parker Co (wood) Meriden Scovill Manufacturing Co (cap and machine)	
The Connecticut Manufacturing Company	
Winsted Manufacturing Co Winsted	
Winsted Manufacturing Co Sewing Machines The Greist Mfg Co (Sewing machine attachments) 503 Blake St New Haven The Merrow Machine Co (Industrial)	
Shaving Soaps	
The J B Williams Co Glastonbury	
The Acme Shear Co (household) Bridgeport Sheet Metal Products The American Brass Co (brass and copper)	
Sheet Metal Stampings Waterbury	
The American Buckle Co The Patent Button Co J H Sessions & Son Showcase Lighting Equipment	
The Wiremold Company Hartford Shower Stalls	
Dextone Company New Haven	
The H C Cook Co (for card files) 32 Beaver St Silka Ansonia	
Cheney Brothers Sizing and Finishing Compounds American Cyanamid & Chemical Corp Smoke Stacks Waterbury	
Smoke Stacks Waterbury The Bigelow Company (steel) New Haven	
The J B Williams Co (industrial soaps, toilet	
soaps, shaving soaps) Glastonbury Special Parts The Greist Mfg Co (small machined, especially	
precision stampings) 503 Blake St New Haven	
The Sponge Rubber Products Co Spreads Derby	
Palmer Brothers Company New London	
Spring Coiling Machines The Torrington Manufacturing Co Torrington Spring Units	
Spring Units American Chain & Cable Co Inc Bridgeport Owen Silent Spring Co Inc (mattresses and upholstery furniture) Bridgeport Spring Washers The Wallace Bayers Co Din Associated Spring	
Corp Bristol	
Springs—Coll & Flat The Humason Mfg Co The Wallace Barnes Co Div Associated Spring Corp Bristol	
Springs—Flat The Wallace Barnes Co Div Associated Spring	
Springs-Furniture American Chain & Cable Co Inc Bridgeport	
Owen Silent Spring Co Inc Bridgeport Springs-Wire The Wallace Barnes Co Div Associated Spring Corp Bristol LW Borneson Company (Cell and Toyler)	
J. W. Bernston Company (Coil and Torsion) Springs, Wire & Flat Plainville	
The Autoyre Company Oakville Stair Pads	
Palmer Brothers Company New London Stamps The Hogger & Best Mar Co (steel)	
The Hoggson & Pettis Mfg Co (steel) 141 Brewery St New Haven Stampings-Small	
141 Brewery Stamplogs-Small The Greist Manufacturing Co The Wallace Barnes Co Div Associated Spring Corp Staples Staples	
Sargent and Company New Haven	
The Hartford Electric Steel Co (carbon and alloy Steel) 540 Flatbush Ave Hartford Maileable Iron Fittings Co Nutmeg Crucible Steel Co Spring The Walless Excel—Cold Rolled Spring The Walless Excel—Cold Property Associated Spring	
The Wallace Dailies Co Div Passociated Opting	
Corp Bristol Steel-Cold Rolled Stainless Wallingford Steel Company Wallingford	
Steel-Cold Rolled Strip and Sheets Wallingford Steel Company Wallingford	
Scovill Manufacturing Co (To Order) Waterbury	
SteelMagnetic Cinaudagraph Corporation Stamford	

MADE IN CONNECTIO
W T Barnum & Co Inc New Haven
Stop Clocks, Electric The H C Thompson Clock Co Bristol
Studio Couches
Waterbury Mattress Co Super Refractories The Mullite Refractories Co Shelton
Surface Metal Decampus & Elittings
The Wiremold Company Hartford Switchboards Plainville Electrical Products Co Switchboards Wire and Cables
Rockoestos Froducts Corp (aspestos insulated)
Switches New Haven
Colt's Patent Fire Arms Mfg Co Hartford
Tanks The Bigelow Company (steel) New Haven Tape
Tap Extractors Middletown
The Walton Co 94 Allyn St Hartford Taps, Collapsing
Tarred Lines
Brownell & Co Inc Moodus Telemetering Instruments
Textile Machinery
The Merrow Machine Co 2814 Laurel St Hartford
Textile Mill Supplies Ernst Bischoff Company Inc Textile Processors Ivoryton
The Aspinook Corp (cotton) Thermometers Jewett City
The Bristol Co (recording and automatic
control) Waterbury Thin Gauge Metals The Thinsheet Metals Co (plain or tinned in
rolls) Waterbury
Max Pollack & Co Inc Groton The American Thread Co Willimantic The Gardiner Hall Jr Co (cotton sewing)
Wm Johl Manufacturing Co Mystic
Wm Johl Manufacturing Co Mystic Threading Machines The Grant Mfg & Machine Co (double and
automatic) Time Recorders Bridgeport
Stromberg Time Corp Timers, Interval
Stromberg Time Corps, Interval The H C Thompson Clock Co Timing Devices and Time Switches M H Rhodes Inc Hartford
Wilcox Crittenden & Co Inc Middletown The Thinsheet Metals Co (non-ferrous metals in rolls) Waterbury
The Hoggson & Pettis Mfg Co (rubber workers) 141 Brewery St New Haven
Tools, Dies & Fixtures
The Greist Mig Co New Haven
A C Gilbert Company New Haven The Gong Bell Co The N N Hill Brass Co Trucks—Industrial George P Clark Co Windsor Locks
Trucks-Lift
George P Clark Co Windsor Locks
Trucks—Skid Platforms The Excelsior Hardware Co (lift) Stamford
American Tube Bending Co Inc New Haven
The H C Cook Co (for collapsible tubes) 32 Beaver St Ansonia
Tubing The American Brass Co (brass and copper)
Scovill Manufacturing Co (copper alloys)
Tubing-Condenser Scovill Manufacturing Co Waterbury
Extruded Plastics Inc Norwalk Typewriters
Extruded Plastics Inc Typewriters Underwood Elliott Fisher Co Hartford Underwood Elliott Fisher Co Hartford
Underwood Elliott Fisher Co Hartford Underclearer Rolls
Sonoco Products Co (Climax-Lowell Div) Mystic
The Spencer Turbine Co Hartford
American Thermos Bottle Co Norwich Vacuum Cleaners The Spencer Turbine Co Hartford Valves—Automatic Air Beaton & Cadwell Mfg Co New Britain

Valves—Flush
Beaton & Cadwell Mfg Co New Britain
Valves—Relief & Control
Beaton & Cadwell Mfg Co New Britain
Ventilating Systems
Colonial Blower Company
Vises
The Charles Parker Control
Maridan The Charles Parker Co Washers
The Blake & Johnson Co (brass, copper & mon-ferrous)
American Felt Co (felt) Glenville
Clark Brothers Bolt Co Mildale
The Sessions Foundry Co (cast iron)
J H Sessions & Son
The Raybestos Div of Raybestos-Manhattan
Inc (clutch washers)

Meriden
Waterville
Glenville
Glenville
Bristel
Bristel The Rayucauca Vatches
Inc (clutch washers)
Watches
Benrus Watch Co 30 Cherry St Waterbury
Waterproof Dressings for Leather
The Viscol Company
Webbing
Middletown The Russell Mfg Co Middletown
Welding Rods
The Bristol Brass Corp (brass & bronze) Bristol
Wheels—Industrial
George P Clark Co
Windsor Locks
The Russell Mfg Co
The Bridgeport
Wire
Bridgeport
Wire The Raybestos Div of Raybestos-Manhatan Inc (oil burner wicks)

Wire

The Bristol Brass Corp (brass & bronze) Bristol The Driscoll Wire Co (steel)

The Driscoll Wire Co (steel)

The Atlantic Wire Co (steel)

The Platt Bros & Co (zinc wire)

P O Box 1030

Rockbestos Products Corp (asbestos insulated & respectively)

Rockbestos Products Corp (asbestos insulated New Haven Wire Arches and Trellis

The John P Smith Co

423-33 Chapel St

Wire Cable

The John P Smith Co

423-33 Chapel St

Wire Dipping Baskets

The John P Smith Co

423-33 Chapel St

Wire Dipping Baskets

The John P Smith Co

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The John P Smith Co

423-33 Chapel St

Wire Dipping Baskets

The John P Smith Co

423-33 Chapel St

Wire Dipping Baskets

New Haven

Wire—Enameled Magnet

Winsted Wire—Enameled Magnet
Sweet Wire Co
Wire Formings Winsted The Autoyre Co Wire Forms
The Humason Mfg Co Forestville
The Wallace Barnes Co Div Associated Spring
Corp Wire Goods Wire Goods The Patent Button Co Waterbury
The American Buckle Co (overall trimmings)
West Haven Scovill Manufacturing Co (To Order)
West Flaven
West Flaven
Waterbury Wire Mesh
Rolock Inc (all meshes and metals)
Wiremolding
The Wiremold Company
Wire Nuts-Solderless
The Wiremold Company
Wire Reels
The A H Nilson Mach Co
Wire Partition The A H Nilson Mach Co
Wire Partitions
The John P Smith Co
423-33 Chapel St
Wire Rings
The American Buckle Co (pan tinners' trimmings)
Wire Shapes
Bridgeport Chain & Mfg Co
Bridgeport
Bridgeport
Bridgeport
Bridgeport
Bridgeport
Bridgeport
Bridgeport
Bridgeport
Bridgeport
Bridgeport C H Dresser & Son Inc (Mfg all kinds of woodwork) woodwork)
Yarns
The Ensign-Bickford Co (jute carpet)
Reynolds & Co (cotton, rayon)
The Platt Bros & Co (ribbon, strip and wire)
P O Box 1030
Value
Val The Platt Bros a
P O Box 1030

Zinc Castings
Newton-New Haven Co Inc 688 Third Ave
West Haven
(Advt.)

SERVICE SECTION

FOR SALE-RENT-WANTED

FOR SALE—Valuable industrial property located within City of New Britain, with siding on the New York, New Haven and Hartford Rail-road—Land area, assessed at \$137,700.00 consists of 116,015 square feet, and buildings, assessed at \$137,700.00 and contain 179,876 square feet of space—Local tax rate 29 mills—Approximately 67,000 square feet of space rented to tenants on leases which contain a six months recapture clause in the event of change of ownership and 36,000 square feet to tenants on a thirty day basis—Income from rentals amounts to \$20,000.00 per year. Address R. E. 119.

FOR SALE—American Radiator, coal burning, hot water boiler with 20 radiators and pipes—1,000 ft. of radiation—excellent for small plant or auxiliary heating. Address S. E. 297.

FOR SALE—PATENT RIGHTS—Newly developed large-size ram, up to 36-inch drive pipe diameter for use in irrigation and mining, has high efficiency due to patented design, lifting water 30' for each foot of fall, with no cost of operation—Good "after-the-war" product for plant with both machine shop and foundry. Address S. E. 220.

FOR SALE—ELECTRIC FURNACE—250-lb. Detroit Electric Furnace, together with necessary transformers and equipment, ready for immediate operation upon installation. New Britain. Address S. E. 245.

FOR SALE—1 Curtis Steam Turbine No. 8678—KW. 100—Speed 3,600—Form E—Steam Pressure 150 lbs.—Condensing. 1 General Electric Alternating Current Generator—No. 482647—P. F. 80%, Type ATB—2-125-3600—Form T—KW 100, Volts 600, Amps 120—Speed 3600. 1 Wheeler Condenser No. 03618—Size 5 x 12 x 10. Address S. E. 251.

WANTED TO BUY—All of the outstanding shares of capital stock of a large manufacturing company having little or no present earnings—Must have invested capital of at least one million dollars, preferably several million—Your reply will be held strictly confidential by interested party. Address RE 119A.

FOR SALE—Over 7,000 new surplus parts due to cancellation of machine tool contract. V-belts, pulleys, pumps, gear works, etc. List furnished on request. Address S. E. 337.

FOR SALE—632 new motors from 1/4 HP to 3 HP inclusive. All 3 phase—List furnished on request. Address S. E. 338.

FOR SALE—Remington Rand Electric Bookkeeping Machine, Model No. 85-E, with 14 registers, and all attachments. Excellent condition. Address S. E. 358.

MACHINE SHOP FOR SALE—Operating profitably—complete equipment featuring grinding, gauge making, and production precision work—valuation circa \$35,000.00. Address S. E. 360.

FOR RENT—4000 sq. ft. of floor space on the second floor of one of Meriden's central business buildings. Elevator service and drive in facilities. Suitable for storage or manufacturing. Address R. E. 127.

FOR RENT—All or part modern brick 3 story building approximately 17,000 sq. ft.—sprinkler system—heavy mill construction—elevator—ground floor concrete suitable for garage or heavy manufacturing. Address R. E. 125.

PERSONNEL

ACCOUNTANT—28 years treasurer and controller large retail house—would like to use organizational ability and experience in industry—age 52—\$4,000—Hartford area. Address P. W. 892.

INDUSTRIAL PSYCHOLOGIST—Twenty-five years experience in applied psychology including man and job analysis—desires full or part time work as psychological consultant in personnel department. Address P. W. 939.

PRODUCTION—Lifetime of top-ranking production management man over 50 and in excellent health—wants to contribute knowledge of plant management to production for war—American citizen, born in Switzerland—married—son an ensign in U. S. Navy. Address P. W. 940.

EXECUTIVE SMALL COMPANY—M.I.T. graduate Engineering & Bus. Admin.—45 years old, married—22 years experience sales and industrial engineering, finance, sales promotion (and postwar planning), industrial research and handling men—desires position as manager sales promotion, industrial engineering, personnel and public relations, assistant treasurer in company with postwar future—\$100 minimum. Address P. W. 956.

EXECUTIVE (46) experienced in sales promotion, marketing methods and product design. Graduate engineer with general knowledge of manufacturing processes. At present with out-of-state manufacturer. Open for business connection with industrial organization where initiative and ideas for present and post-war business would be appreciated. Address P. W. 992.

COUNSELLOR OF WOMEN—17 years experience in administrative and personnel work with women and girls—A. B. Smith—also graduate work in physics, astronomy and mathematics—past year counselled and trained industrial workers. P. W. 957.

CREDIT MANAGER—Age 39, five dependents—thorough training in credits from banking and manufacturing viewpoint—could be employed as treasurer's assistant—Fairfield County, Address P. W. 958.

SALES MANAGEMENT—age 54—married—entire career devoted to executive sales management, advertising and sales personnel in electric appliance field—educated at Cornell. Address P. W. 959.

PURCHASING AGENT—age 54—lifetime experience in organizing and supervising purchasing departments—last position headed war plant purchasing department of 25 people—\$500 month. Address P. W. 960

CONTROLLER-TREASURER—Past 10 years intimately associated in the application of all phases of Federal income taxes, particularly Corporation and Trusts—specialized work as a conferee in matters of Salary Stabilization—previous 20 years executive in banking, finance and investment, including supervision of personnel, accounting and methods—age 54—salary \$6,000. Address P. W. 962.

MATURE EXECUTIVE—Columbia graduate, B. S., majored Mechanics, Physics, Electricity and Economics—many years experience in organization, management, research, production and sales—can take complete charge or act as assistant—desire is to locate in New England with small or medium size concern—salary dependent on locality and responsibilities—age 51. Address P. W. 963.

ELECTRICAL ENGINEER—B. S. Yale—Age 43, married—Seventeen years experience in appraisal and valuation of electric plant property—Cost analysis and some time study in connection with original cost—Experience could be used in production cost analysis and control—Seeking permanent position with utility or manufacturing company in Connecticut. Address P. W. 967.

MANUFACTURING SUPERVISOR—Age 54—Practical experience in many phases of plant operation—Have general knowledge of manufacturing plants in Hartford area—Twenty years as production manager and director of Chemical Research. Address P. W. 968.

SALES ENGINEER with emphasis on Post-War market—Last 15 years District Manager for very large electrical products distributor—Age 46, married, electrical engineering degree—\$10,000. Address P. W. 971.

PERSONNEL MANAGER OR ASSISTANT—Age 38, married, 2 children, extensive experience handling all classes of people—Well versed on state, federal labor regulations—Investigative experience as well as administrative background dealing with plant organization in fire, safety and protective fields—Qualified for personnel manager small factory or assistant large plant—Hartford-Waterbury area—\$3,200 minimum. Address P. W. 973.

EXECUTIVE SALES MANAGEMENT—experienced in intangibles—22 years in sales and sales promotion of insurance and commercial bank-ing—both home office and branch management—age 48—married—educated Lafayette College. Address P. W. 974.

PERSONNEL MANAGER—All phases of Personnel Management and Administration, including selection, training and placement—Wage scales and incentive payments, job classification, group and compensation insurance—Broad comprehensive knowledge, based on actual experience, WLB, WMC and Selective Service programs—Age 37, married, 4F due to faulty vision. Address P. W. 977.

CONTROLLED MATERIALS PLAN—WPB officer with extensive knowledge in this field seeking position in private industry—previous 7 years in sales-contact work for large advertising company catering to industry—age 33, married, one child—Draft status 4F. Address P. W. 978.

RESEARCH WRITER AND CORRESPONDENT—Desires publicity, publication or house organ work—extensive experience—Middlebury College—female. Address P. W. 983.



NEW HAVEN DOCK

T. A. D. JONES & CO.

INCORPORATED

BRIDGEPORT . CONN. . . NEW HAVEN . CONN

DISTRIBUTORS

BITUMINOUS COAL INDUSTRIAL FUEL OIL

SERVING SOUTHERN AND WESTERN NEW ENGLAND

VIA .

RAIL · · WATER · · TRUCKS



The "Sec's" in this case being the secretaries of busy businessmen — those efficient ladies who occasionally engage each other in verbal skirmishes via long distance telephone circuits. A word-for-word transcription of a typical such battle would go something like this:

SEC. A — Mr. Brown calling Mr. Black. Put him on, please.

SEC. B - Put Mr. Brown on, please.

SEC. A - Mr. Brown is very busy. I'll put him on when you have Mr. Black on the wire.

SEC. B - Mr. Black is busy, too. You're calling Mr. Black, so put Mr. Brown on, please.

AD (almost) infinitum!

* * *

Precious time of long distance circuits wasted . . . important conversations needlessly delayed . . . frayed nerves of hard-pushed secretaries further unravelled — when the only really important thing is to get the call through quickly!

You — Mr. Busy Businessman — can eliminate this by instructing your secretary to "put you on" as soon as the connection is established at the distant point.

We've a war to win — let's cut out all the nonessentials and concentrate on the one vital objective — Victory!

THE SOUTHERN NEW ENGLAND
TELEPHONE COMPANY

